THE SURVEY

Midmonthly Number

Vol. LX, No. 4 — May 15, 1928

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

CONFERENCE week this, and all of the social workers of the country at Memphis—or sorry they are not there. The report of it by Mary Ross in our June Midmonthly. Meanwhile, as a curtain-raiser, the biennial of the neighborhood workers (page 217). And the all Canadian conference at Toronto (page 219). The National Federation of Settlements again grasps a nettle firmly—appointing a committee to take up unemployment in terms of its consequences in households, neighborhoods and communities.

THE month's developments in the soft coal strike can be put in terms of vacuums. The operators in the Pennsylvania district had thrown out the United Mine Workers; and month after month the evicted strikers get nowhere. Enter a "Save the Union Movement," under the insurgent leadership of John Brophy. This insurgent movement is attacked and weakened by both employers and unions. Enter the Communists "boring from within." Meanwhile, the Federal Council of Churches again puts us in its debt for F. ERNEST JOHNSON'S incisive analysis of the strike and what lies back of it. Page 213.

OWEN R. LOVEJOY'S new work as secretary of the Children's Aid Society of New York puts him up to his elbows in the problems of the child at school. At his old post, that of secretary of the National Child Labor Committee, one of his most ticklish jobs lay in reaching and educating fathers and mothers. And amid all the dust of discussion, there is no one who could better size up the Parents' Exposition in New York. Page 215.

S. K. RATCLIFFE returned from a winter's lecture trip to the U. S. A. this spring, to his new post on The New Statesman. Herewith the first of a series of occasional articles he will send The Survey from England—this one dealing with the report of the Liberal Industrial Inquiry, which B. Seebohm Rowntree, the British manufacturer, in his recent address before the Academy of Political Science in New York, described as one of the most portentous documents of the post-War epoch. Page 216.

RAYMOND CLAPP is the director of the Welfare Federation of Cleveland. Page 221.

C. I. CLAFLIN writes on the cross-current of social work (page 222) out of an experience which includes case work and public health.

NORMAN S. HAYNER is a member of the faculty of the University of Washington. Page 225.

BEHIND the skilful planning and successful realization of the Bridge-Johnson Hotel for workingmen, lay the determination and experience of WALTER KRUESI. Page 227.

GEORGE B. GALLOWAY and GUSTAV PECK, alumni of the Brookings Graduate School, the passing of which they deplore (page 229), are both on the staff of the Bureau of Municipal Research in Philadelphia.

HAROLD GLENN MOULTON, now director of the Brookings Institution, was formerly professor of political economy at the University of Chicago, which he left in 1922 to become director of the Institute of Economics in Washington. In 1924 he was also appointed vice president of the board of trustees of the Robert Brookings Graduate School and of the Institute for Government Research. Page 231.

W. JETT LAUCK, formerly secretary of the War Labor Board and an investigator for the United States Coal Commission, is a recognized authority on industrial relations. Page 233.

ELEANORE VON ELTZ is assistant secretary of the Consumers' League of New York. Page 234.

LEE K. FRANKEL served as chairman of the executive committee which directed the Jewish Communal Survey (page 236).

FREDERICK L. HOFFMAN writes on the German world survey of venereal disease. Page 238.

MARGARET W. HOLSINGER is the medical social worker of the Good Hope Hospital Association, whose novel plan for solving the problems of middle-class patients is related on page 239.

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SPRING IN HELL'S KITCHEN

Drawing by C. L. Edholm

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THE SURVEY
MIDMONTHLY

May 15
1928

Volume LX
No. 4

The Case of Bituminous Coal

By F. ERNEST JOHNSON

A report on The Coal Strike in Western Pennsylvania is issued this month by the Department of Research and Education of the Federal Council of Churches, which is also making a study of the situation in Colorado. The department is increasingly being looked to for incisive and dispassionate appraisals of current situations which the average agency of research treats only when it becomes history. Here Mr. Johnson gives the pith of their Pennsylvania findings.

WITH a standing committee of the United States Senate turning out reams of hearings on the coal situation—containing varying grades of wisdom—it seems a bit rash to venture upon a diagnosis of the sickness of the industry or a prescription of remedies. Certainly, the research department of the Federal Council of Churches would not undertake a task so ambitious on the basis of any wisdom of its own. What it has undertaken, in the report which will be made public at the time this issue of The Survey reaches its readers, is to set down in summary fashion the results of the many laborious studies, public and private, of the economic situation in the coal industry and against that background to portray the challenging human problems that have been created by the present strike.

The study was made at the request of the Pittsburgh Council of Churches. The invitation in itself was impressive in the light of the tense situation existing in that city a few years ago when the Interchurch World Movement made its historic investigation of the great steel strike. Whatever the cause may be, we found a very different atmosphere from that which prevailed then. We expected the cooperation of the United Mine Workers and we got it, but we were not so sure of the operators. Yet they gave us full cooperation and facilitated our inquiry in every possible way. Thus was registered the changing attitude in the business community toward participation by the churches in industrial controversy. I think this gradual change in attitude is the most impressive single fact that I have observed in several years of work in this field.

What does the study reveal? First of all, of course, it presents a picture, now familiar to students of the coal problem, of an over-expanded industry groping its way toward deflation, but hampered by destructive competitive conditions. Epitomizing this situation, the report says:

> Here is a seriously over-developed industry, with more mines and more labor than the demand justifies, divided into sharply competitive fields, and subject to influences that tend to limit its market. Until the fundamental ills of the industry, treated as a whole, are grappled with successfully either by the industry itself or by the government, or both, preoccupation with the humanitarian phases of the problem can accomplish little of a constructive nature.

The nub of the matter is the breakdown of collective bargaining in the Northern fields which for years have been seeking to hold their markets in the face of the severe competition of the Southern fields where the union has been kept out by force, and where the wage scale has been systematically undercut. Northern operators who signed the famous Jasksonville Agreement in 1924, fixing a day wage rate of $7.50 with corresponding rates for tonnage men, flatly refused to renew it in 1927, and the union would take "no backward step" in the matter of wages.

Some of the more powerful companies did not wait for the expiration of the agreement, but abrogated it as early as 1925, an act which has caused immeasurable bitterness among the miners. Yet to the miners' protests they replied in terms of economic necessity. There is no doubt that many of them were losing money under the union scale. To the credit of some of them it must be said that they preferred to lose money rather than violate their agreement, and they did so. But renewing it was another matter.

To the operators' appeals for a wage scale that would enable

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them to compete with the non-union fields of the South, the mine workers replied that to take a cut in wages would merely mean lowering the level of competition, since the non-union operators could in any case undercut the union scale, and the process of adjustment under the operators' scheme of a "continuously competitive wage" might go on indefinitely. After reviewing this situation at length the report says:

THUS it appears that the United Mine Workers must choose between a continued effort to maintain the nominal wage level and an effort to rehabilitate their organization in the Pennsylvania and Ohio fields by seeking a working agreement which will be in line with the economic facts of the situation. They must decide whether their greatest stake is in the maintenance of the existing union wage scale or in the immediate recovery of the Pennsylvania and Ohio fields. At the same time, the miners can not be expected to accept even a temporary reduction in the scale unless the operators are willing to resume collective bargaining, and to give some assurance of steadier working time and increased annual earnings. What the union fields need most of all is a whole-hearted cooperation between operators and mine workers that will discount temporary financial sacrifices, in the interest of the permanent improvement of the industry, the reestablishment of orderly industrial relations and the ultimate elimination, through the extension of collective agreements, of the destructive conflict between the Northern and the Southern fields.

Much stress is placed in the report upon the unfair attack on the United Mine Workers which has been carried on with the aid of the courts. Injunctions have been sought and granted preventing the union from recruiting membership, from picketing, no matter how peaceably, from disbursing its funds for strike relief and from other activities of a routine character which are essential to the effective existence of a labor organization. "It cannot be too strongly emphasized," says the report,

that if the United Mine Workers are willing to face the economic situation in the union fields and to seek a workable agreement that will make possible real cooperation in building up the industry, then it is indisputable that they should have public support in doing what the union operators have always urged them to do, namely, organizing the non-union fields—particularly in the South. Membership in a labor union is not a thing to be either forced or restrained; there should be a fair field for organization to a union which takes account of the welfare of the industry and the service of the public in shaping its policy.

The account of this unfair warfare on the mine workers is illuminated by excerpts from the report of the United States Coal Commission—that monumental piece of work of which the public as a whole seems to have remained for the most part contentedly ignorant. It is to be hoped that out of the present unhappy conflict will come a more serious consideration of the facts which the commission brought to light.

The present report directs attention particularly to the faulty administration of law under the Pennsylvania system of "coal and iron police" who are given full status as officers of the peace but are paid and controlled by the companies, and to the scandalous performances of constables and squires who are allowed to have a pecuniary interest in the arrests and trials which they make and conduct. The responsibility for these evils rests squarely upon the state. It was impossible to assign proportionate blame for acts of violence, since there is a stack of affidavits pointing to guilt both on the part of strikers and on the part of the police.

The most dramatic feature of the strike has been the eviction of mine workers' families from company houses. The report points out the fundamental lack of equity in the "company town" where employment and domicile are inextricably bound up together. "The courts," it is admitted,

have upheld the operators in the eviction cases, since the leases signed by the mine workers contained a clause requiring that the houses be vacated within a few days after the termination of employment. Nevertheless, it remains an open question whether such a lease represents the real equities of the situation. It is obviously of the very nature of a strike that the worker is not intentionally "terminating employment" but is suspending work as a means of changing the conditions of employment. If, therefore, the "right to strike" means anything in terms of public policy it would seem to follow that to enforce the surrender of a domicile when a strike takes place, however legal such action may be, falls short of being equitable to the extent that the strike may be justifiable.

At the same time it recognizes that so long as these company towns exist the operator has a legitimate interest in securing possession of his houses in time of a strike—provided he has valid grounds for not settling with the union. For this situation there is perhaps no immediate remedy, but the report declares that "the sound principle is that domicile should be independent of employment."

It is upon the issue of the broken Jacksonville Agreement that chief difficulty was encountered by the framers of the report. The United Mine Workers have been frankly critical of public agencies, including the churches, for their failure hitherto to make a strong pronouncement on this point. To them this is the outstanding moral issue of the conflict. From the operators' point of view there is much more to the question than the obligation to observe agreements. They contend that when the agreement proved to be completely out of line with the economic realities of the situation, the interests of stockholders and the interests of the workers who were ready to sacrifice the union scale in order to get steady work, constituted a valid consideration and became a part of the ethical picture. The contention was even put forward that the agreement was not binding in case the operators ceased to employ members of the union—that it bound them only to pay the union scale to union members!

The report makes short work of this shadowy defense, declaring that whatever the facts may be as to legal enforcibility of the contract—a matter for the courts to decide—the morally binding character of it was clear:

The point is that the Jacksonville Agreement had the same significance that wage contracts have admittedly had in the coal industry for thirty years. It was signed after much deliberation. Whatever it meant when the operators were deliberating over it and when they signed it, it meant when they abrogated it.

YET the report views the matter differently from the way in which the mine workers view it. While recognizing the unethical character of the wanton breaking of an agreement, it points out that if an agreement becomes practically unworkable, this ethical consideration cannot be isolated as if the obligation to keep a promise were the only obligation involved. It says frankly that

preoccupation with a repudiated agreement will not solve the present problem. What has happened furnishes a striking example of the interrelationship of economics and ethics. Unless a sound basis exists for carrying on the life-sustaining processes, the higher values of human relationships have little chance of realization.

Perhaps at this point the report bids for criticism from the ethical literalist. But if religion and ethics are to find a place in the business of the world they must deal with con-

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crete situations, with actual equities, not with pure abstractions. The true abode of ethics is in the heart of the process of social living.

Looking toward the rehabilitation of the industry on a peaceful basis the report calls for the abandonment by both sides of belligerent methods, and the resumption of collective bargaining on the basis of a practical workable agreement in line with financial facts frankly disclosed, and a cooperative effort with public support to extend collective bargaining throughout the industry. It suggests also the establishment of cooperative marketing associations legalized by act of Congress, a more equitable fixing of freight rates and the creation of an agency for the industry comparable to the Federal Oil Conservation Board.

The report ends with these words:

Finally, only the will to peace and justice and service can overcome the economic and social ills of the coal industry. A constructive solution may offer victory to neither side; failure to devise such a solution means disaster to both sides. The present situation is a challenge to engineering ability, industrial statesmanship and mutual faith among fellow men.

The Parents' Exposition

By OWEN R. LOVEJOY

I CONFESS to a general prejudice against expositions. A good exhibit requires more time and study than a busy person can afford, while a poor one isn't worth the time it takes to view it. But the Parents' Exposition just closed at Grand Central Palace was different—so different that I went back for a second look.

It is no reflection on the hard work done by the United Parents' Association to say that the most interesting and instructive feature of this parents' exhibit was the parents and not the exhibit. Because I have an idea—expressed with some misgiving and subject to future correction—that parents are worth something! Their plight is a sorry one, I know; with the church, the school, the theater, the movie and the newspapers and magazines all agreeing that we are failures. Yesterday the wise scientists were telling us that all the defects of our children were hereditary—they weren't born right. Today they are telling us that the trouble isn't congenital; it is environmental and psychological. We "condition" them, curse them with "inhibitions" and, if we are kind to them and gentle, if we really love them, the case is still worse for the fruit of such misconduct on our part is a "fixation" which will blast them through life!

Thus our *morale* is sadly shattered. If Bernard Shaw's plan to abolish all parents could be adopted and all children could be hatched from eggs at the age of eighteen—beyond the drooling age and the schooling age—the problem would be solved. There would then be no more controversy over birth control. But also, no need for Parents' Expositions.

Therefore my interest was centered on the parents—hundreds of them coming in through a pouring rain and eagerly seeking to learn, from the multitude of displays, how their job of parenthood could be improved. It may readily be conceded that high-brow experts could find plenty to criticize, but after all, the acid test of an undertaking of this kind is its service to the common, garden variety of people who can lay claim to no virtue except the dubious and unscientific longing to be better and more successful parents. To my mind this exhibit met that test.

The general arrangement was in a way disappointing but perhaps inevitable. The exposition occupied three floors and as the first floor was almost exclusively commercial, adverse comment was not lacking—that the needs of children were being exploited for profit to the enterprising purveyors of food and drink and sweets, and toys and cleaning devices. I was nearly sucked up into the maw of a gigantic vacuum cleaner, and just missed an attack of indigestion from an alluring dose of "maple" candy of doubtful parentage.

But it should be remembered that the promoters of this show faced a financial problem of $50,000 at the outset, and there were no elephants or clowns or monkey-cages to draw the crowd. No one could prophesy whether parents *en masse* had become sufficiently eager, or penitent, or scared, to come. Hence space was sold—"preferred" space, for those who buy advertising must advertise. Visitors who had the patience to go to the second and third floors enjoyed a stimulating correction of their first impression.

The showing of "creative childhood" by the progressive and experimental schools of this and other cities revealed not only the unique achievement of children—many of preschool age—but also the determination among alert educators to try out by radical methods the pedagogical philosophy of learning by doing.

Under the direction of Professor Harry Kitson of Teachers' College, Columbia University, educators trained in the new viewpoints and techniques of vocational guidance presided over six desks to which parents were invited to bring definite problems for consultation and advice. There was a waiting line before every desk almost every hour. Here was convincing proof that parents want and will use expert aid in dealing with such problems as Johnny's resistance to the idea of college and Mary's sudden and violent dislike of *all* her teachers. Perhaps the exhibits of the Board of Education and the Department of Health were the most revealing and stimulating features. Here one saw the Child Health clinic in full operation with babies carefully examined, weighed and measured and instruction given by trained health experts to the parents who brought them. The Health Department graphically combated unnecessary physical handicaps by dental clinics and other types of service to demonstrate the folly of trying to teach sick children to be wise.

The contribution of the public schools was elaborate and widely varied. Hand crafts, commercial training, intelligence grading with adaptation to mental and emotional variants, physical education and other specialized methods of instruction demonstrated the claim that, if the best that alert principles and teachers are doing in certain spots of our great city could be made available throughout the system, we should achieve most if not all that progressive critics of our school system are demanding. Some one has said that the United States is the place where we are always repeating our mistakes only on a larger scale. Here we had the conviction that, if the splendid work now being done in certain isolated instances could permeate the whole, American public schools would lead the world in the education and care of children.

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The Middle Way in England

By S. K. RATCLIFFE

DURING the past decade, two of the political parties in England have been prolific in plans of national reconstruction. It is exactly ten years since the resonant pamphlet, Labour and the New Social Order, was approved by the Labour Party and sent out over the world. It had been written by Sidney Webb, in a single effort of creative statement, at the crisis of the War, and in every country that has an industrial problem its proposals were eagerly discussed. Friends and opponents of the British Labour Movement would, of course, offer different explanations of the fact that the parliamentary party has not, in the momentous interval since 1918, been able to embody the spirit and substance of Webb's historic manifesto in a set of definite proposals. The present weakness of the Labour Party in relation to the urgent challenge of the hour, is undoubtedly displayed in the fact that it has allowed the Liberals to seize the occasion.

Five years ago, when Lloyd George returned to the ranks of his old political friends, the Liberals appeared to be suffering from a final bankruptcy as regards policy and program. But Lloyd George had the disposal of what was, for a political leader in England, a very large political fund, and (rather surprisingly, considering his record) he had the great good fortune of recovering the allegiance of the ablest group of Liberals in the country. They were convinced of the need for a positive restatement of Liberal aims, and they undertook the task with admirable energy. The group included J. M. Keynes; W. T. Layton, editor of the Economist; H. D. Henderson, editor of the Nation; Philip Kerr; Ramsay Muir; and E. D. Simon, a Manchester industrialist who has held the office of Lord Mayor of the city.

In directing the first activities of the Liberal architects of reconstruction, Lloyd George fell into what I am inclined to regard as a mistake of tactics. Influenced by memories of the crusade by which he himself reached the front rank of politicians, Lloyd George resolved that the first post-war Liberal program should be concerned with the land and the reconstruction of English rural life. But the report of the Land Inquiry was not, politically, a very important affair. It was effectually overborne by the party machine, and when, in the election of 1924, the Liberal Party was almost annihilated in Parliament, it became obvious that the later Georgian land scheme would not come to life.

THE governing fact of the epoch is the fact of industrial unemployment, consequent upon the distress prevailing among the basic industries. The vast majority of the people in Britain today are troubled, not about agriculture, though that is serious enough, but about the condition of industry, the rapid shifting of the balance of industrial power, and the baffling problem of the country's industrial future. To the consideration of this great problem, the Labour Party is not addressing itself in any fresh or realistic spirit. But the Liberal group has now done so, and the result of its investigation and discussion has taken shape in a book of five hundred pages*, which, we may safely assume, will provide the material for the greater part of the platform debate that will go on in England from the present moment until the next general election.

For the volume as it stands, responsibility belongs to the executive committee of the Liberal Industrial Inquiry, the chairman of which is W. T. Layton. Many hands have been at work upon its forty chapters, and it furnishes one more illustration of the truth that single authorship is not essential to literary success. Britain's Industrial Future is an admirable composition—well-informed, lucid in arrangement with a flowing ease of style. It opens with a brief statement of the defects of the industrial system, with a reference to the inevitable consequence in the shape of social unrest and the bitter resentment of the poor against the ostentatious spectacle of luxury:

> For several years a million of our working people have been unemployed; a large additional number have been living as best they could on the low earnings of short-time and intermittent work. In spite of the building of numbers of new houses, the slums of the great cities remain almost as they were; from overcrowding and the ill-health and degradation that come from it, millions of people are still powerless to escape. Yet all the time, individuals accumulate or inherit great fortunes, and it is clear in all men's sight that, more often than not, the prizes are awarded capriciously, with little regard either to economic service or to personal desert.

THROUGHOUT the report, and in reference to all departments of industry, this note is struck: that a fundamental evil of the existing system is the divorce between labor and profits, labor and responsibility. No matter whether wages are low or not so low, the wage-earner is disinherited. He has very little say in his own affairs; he has no say at all in the essentials of management; in the new, enlarging, exciting world of industrial discovery, experiment, adventure, the workers have no part at all. And in the meantime millions of young wage-earners of both sexes are year by year becoming educated, or at least awake. Their existence and their questioning constitute a growing challenge to the industrial and capitalist system.

The varied insistence upon this aspect is a noticeable feature of the Liberal report. Their consciousness of its importance leads the authors to dwell upon the urgency of extending in every direction the twin methods of representation and conference, as the first necessary stage in the movement towards a completed democratic commonwealth.

Inevitably the authors are impressed by the evidence of England's tenacious hold, not only upon primitive business practices, but also upon ancient conceptions of living and working. They say:

> In many of our leading old-established industries, the organization is too deeply embedded in nineteenth-century grooves. The essential weakness is not national; it does not lie in an obsolete plant or in an antiquated lay-out of coal mines. It is rather, psychological. It lies in a stubborn adherence to outworn methods, ideas, traditions, resulting in a general organization

* Britain's Industrial Future: being the Report of the Liberal Industrial Inquiry. Ernest Benn, London. Price half-a-crown.

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of industry which fails to pass the test of twentieth-century conditions.

There is no news in that passage, to Americans. Your people have been saying such things, and many harder things, to English manufacturers and commercial firms for at least half a century. For us in England, the point is that they are now being said by everybody in England who can be said to amount to anything, and moreover are being increasingly understood and believed by the younger employers.

The Liberal prophets of reconstruction affirm that the time has come to cease bandying terms such as Individualism and Socialism; the pressure of modern life in any case has made them unreal. The concern of the modern man and woman is, or should be, the public concern. And the Liberals argue that one central necessity of tomorrow will be the creation and development of public boards (of which the very many public service commissions in the United States provide important illustrations), and they envisage the rise of a permanent profession, of civil service standards, in association with such boards. They purpose the creation of a Board of National Savings, to organize and direct the investment of the people's savings. They propose an Economic General Staff and a National Council of Industry, both working in close cooperation with the cabinet. They accept, not only as a necessity but as an advantage, the full development of labor unionism, and propose that on a national scale it should be coordinated with the organizations of employers. They urge a large and bold scheme of industrial cooperation, being convinced that the waste and warfare of the existing system can only be eliminated when the status of the worker in industry has been organically changed.

For a particular example of the manner in which the authors of the Liberal report would deal with a sick industry, we may turn to their section on Coal. As we should expect, they do not pronounce in favor of nationalization.

They propose: that the mining royalties should be acquired by the state, and placed under the administration of an expert body of coal commissioners, who should use the landlord power to facilitate the reorganization of the industry. The commissioners should encourage amalgamations of miners, but discourage financial trusts. A national wages board should be set up, with neutral members. Municipal selling agencies should be established; a full system of conciliation and cooperation should be developed; the task of transferring and resettling the 200,000 surplus miners should be the special care of a committee of national development.

It will be remarked that there is nothing here of a radical character; nothing, indeed, that even a government headed by a Conservative such as Stanley Baldwin might not accept and begin to act upon. That is true: The Liberals are restrained by their philosophy and by their past, while it may also be noted that their purposes are throughout conditioned by the desire to set forth a scheme which might prove to be practicable for a government formed within the next few years to represent the middle way.

The report leaves upon my mind three principal impressions. First, that of a survey remarkably well made and attractively presented. Second, that of a mass of accurate and well-selected material that will be invaluable as the stuff of discussion and public education in the approaching electoral campaign. Third, that of analyses and proposals much more concerned with organization designed to effect improvements in the prevailing system than with the essentials of that root-and-branch rebuilding which, even to those of us who might be very far from radicalism as commonly understood, has come to seem unavoidable. In the meantime, however, this effort proclaims a plain moral for the rival political party. The younger Liberals having begun to grapple with the greatest of all problems; the younger mind of British labor cannot refuse the challenge.

The Unsettling Settlements

By PAUL U. KELLOGG

"YOU'RE bound to get all mixed up if you begin to talk of neighborhood workers as if they were efficiency sharks," said Mary Kingsbury Simkhovitch in shedding some of the complimentary things that were said of her as a settlement executive at the Twenty-fifth Anniversary of Greenwich House in New York last winter. "You know I'm more of a yeast cake than I am of a banker."

And it was this springiness, this upsetting of crusty mind-sets, this element of captivating and arresting surprise in their works of hand, that, in mid-April in Boston, gave the biennial Conference of the National Federation of Settlements its flair.

For one thing, the conference came to a close with Ernest Schelling at the piano. Composer, director, artist—his was not an alien presence. Rather he rendered his own Fatalisme —*agitato, valse, tempestuoso*—donated to the New York Association of Music School Settlements in which he is actively interested. And again rather, he discussed how we can create the future audience. "By making good music familiar," he answered; and neighborhood houses have been trying some experiments this last year in what they call "social music," which have something to offer in that direction. It was the feature of the music division of the conference program.

For another thing, the conference voted to set up a committee on unemployment, in sequence to its committee on prohibition appointed two years ago at Cleveland which under Miss Wald's chairmanship took hold of that hot poker so long avoided by our public and private agencies of research. It will be recalled that working under this committee Mrs. Bruère and her associates gathered the testimony of social workers the country over as to the human consequences, pro and con, of prohibition enforced, half-enforced and farced. They spread the record forth in a book, Does Prohibition Work? which, while it made no pretensions to being a quantitative study, affords our best cross-section of experience under the Eighteenth Amendment.

Once more, it is the national organization of the neighborhood workers that is the first to grasp the nettle of the great human situation that has knocked at the doors of our social and charitable agencies throughout the winter. The question of unemployment is charged with controversy; it is entangled with politics, its mere discussion in some cities is frowned

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down upon; it raises wraiths of the British dole more horrendous to some minds than Bolshevism itself; but essentially it is a common-sense problem of social security which we have handled for the most part in futile ways. And again, the settlements will gather testimony of what our neglect of this economic maladjustment costs us not merely in emergencies but in its persistent unravelling of households, neighborhoods, communities. Will do this in the hope that those knockings at their doors may reach the public conscience, and that a new compunction will vent itself in constructive action.

Thus the settlements strike a full octave on the keyboard of life in the midst of a machine age. And their bent is to counter everything from the commercialization of music to the jazzing of family incomes with an affirmative leadership.

FROM the days of their inception, the arts have entered into the scheme of settlement work. Absence of one of the speakers, alone prevented a review ranging over thirty-five years at Hull House. But the strides made in the last decade have been fairly revolutionary and there is heartiest recognition on all hands of the discrimination and initiative with which Albert J. Kennedy, headworker of South End House, Boston, and secretary of the National Federation, has fostered this aesthetic development.

The music and dramatic divisions registered new way marks at Boston, just as that of the arts and crafts did at Cleveland. In relinquishing her chairmanship, to which she has long brought such imagination and initiative, Mrs. Janet B. Schenck, of the Neighborhood Music School, New York, could as a musician mark what the spirited overtures of the settlements have meant in these years. The artist is essentially an egoist—bound up in himself. The fellowship of the neighborhood group had brought life to his doorstep. The round-tables at Boston presented the three-fold development of the music division. The music-school settlements have not only thrown open opportunities to young musicians; they have thrown open the social implications of the art itself. Like them, the much more numerous music departments have been devoted largely to private instruction, choruses and the like. With a grant from the Carnegie Corporation, and a field secretary, the division has been able to attempt also a demonstration which marks a new and third stage. Martha M. Cruikshank told of her adventures in "social music" at Union Settlement, in New York. Here they are dealing with music as a part of life; with organizing the desire of every club and group to sing at one time or another; with making that familiarity with good music which Mr. Schelling prescribed an everyday possession. Before the summer is over, she hopes for doorstep singing on 104th Street after the manner of some European cities.

The leaven of beauty and education which music brings to young lives and city neighborhoods had its counterpart at Boston in the yeasty offerings of the dramatic division. Some day some psychologist will go exploring and find, in these phases of neighborhood work, unanticipated clues as to the art of dealing with human behavior, of easing tensions and releasing buoyancies among a young generation.

Settlements have not only shared in the little theater movement but, as in the Neighborhood Playhouse in New York, have made distinctive contributions to the renaissance of the drama as an art form and as a social force. There may come a time when settlement plays will interpret to their communities more of the human situations encountered in the lives about them, written and played by the people themselves. A captivating feature of one session was the story of how this very thing, from composing the dialog to costuming and acting, is done by Greenwich House children. And by far the most colorful session at Boston was that stage-managed by Mrs. Nathan of Hudson Guild, at which spoke neighborhood people who take part in the Cellar Players and the College and University Settlement Players of New York, the College Settlement und University House Players of Philadelphia, and the Elizabeth Peabody and Lincoln House Players of Boston. The division closed with a supper conference and a rehearsal under the auspices of the drama committee of the Boston Social Union.

The settlements have done something far more significant than starting so many classes in music, drama, dancing, pottery and the like. They have not only shared in the revival in the arts that is refreshing American life; they have contributed to its sincerity and its democracy. Moreover, the plasticity of the settlement movement in pushing out this salient during our ten years of sag in the political and economic fields, is prime evidence of its vitality.

Like all positive growths, the development has its offsets. Without an equal emphasis on their civic functions, the settlements are likely to become more like convents and monasteries than like missionary outposts of yesteryear. Of course these analogies are overdrawn but they serve to demark lines of growth. Since the passage of the immigration restriction law, for example, the rank and file of settlement workers have had something to bear witness to, with respect to mollifications of its provisions so as to overcome some of those family disasters and separations which are known in every settlement neighborhood. At Boston, a resolution was passed in favor of giving fragments of broken families preference under the quota. Individual settlement leaders have counted up to the hilt at Washington. Yet as a body, the settlements have not borne a hand comparable to that of the Council of Jewish Women or the "Y.W.", although historically neighborhood workers have been next friends to their immigrant neighbors.

AT Cleveland, two years ago, Charles C. Cooper of Kingsley House, then newly elected president of the federation, called on the settlements to bring their trench lines of concern in the civic, industrial and social fields abreast of the salient they had thus thrown out culturally. He spoke on the passion for understanding which lies close to the heart of neighborhood work, and set forth the opportunity for a revivifying leadership in the community at large. More than that, the founders of the movement—Jane Addams, Graham Taylor, Mary E. McDowell from Chicago and their compeers from other cities—were there to voice their faith. George Bellamy of Hiram House, Cleveland, reviewed some of the goals of the early movement—the gains made in combating sweatshops, bad housing, municipal corruption, child labor. There was utter frankness and self-searching in the discussion, but it was borne home that while objectives might change, theirs was a living principle of social dynamics, compounded of human understanding, instigation, courage. They had demonstrated how a belief in people could be turned to constructive purpose. It could be done again.

The program committee of the Boston conference, made up of a younger group under the chairmanship of Helen Hall of University House, (*Continued on page* 250)

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The Common Welfare

CANADIANS ALL

A NATIONAL conference of English-speaking social workers welcomed in French! With such a picturesque flourish, the first Canadian Conference on Social Work opened its meeting at Montreal, April 24-27. Mayor Houde, genial, witty, voluble with praise of Lindbergh whom he had hoped to welcome a few hours before, not only told the six hundred social workers present that they were welcome; he proved it by being host at a supper dance after the session.

There have been nation-wide meetings of Canadian social workers before, but usually under the auspices of one or another of the national organizations—the Social Service Council, the Victorian Order of Nurses, the child protectionists, the mental and social hygienists, the women's institutes. This was the first all-inclusive, all-Dominion, non-sectarian conference, inspired by a similar meeting in Toronto when the National Conference of Social Workers of the United States met there in 1924.

Throughout the meetings ran the thread of national consciousness, weaving together creeds, races and specialized social interests. The story of Canada, as pointed out by Dean Ira Mackay of McGill University, is the story of the long, long trail. Inhabited Canada is a mere strip three hundred miles wide from coast to coast, spaced off by costly barriers of inaccessibility. To offset this, he maintained, it has a social solidarity that comes of its being the only nation not born of revolution. (No black lists!) It is a "planned nation."

There were sections on the family, children, health, immigration, and community organization. Social-work publicity came in, not as a step child, but as a full-fledged member of the family, with a well-balanced program of theory and practice. There were kindred group meetings on town planning, medical social work, prisoners' welfare. Delinquency was discussed in an impromptu round-table meeting. The only usual subject not covered was industrial conditions. To be sure, Canada is not essentially an industrial nation, but the Dominion government has recently appropriated $50,000 to any province which will match the sum, for the repatriation of some of the two million and more Canadians in the United States, many of them French Canadians.

Nor was prohibition discussed. That, for the time being, seems to be a closed subject. In both Quebec and Ontario, liquor is distributed and controlled by the provincial governments, Ontario having tried prohibition and later repealed it.

Professor C. A. Dawson, head of the sociology department at McGill University, was president of this first conference. His address, and that of Rabbi Abba Hillel Silver of Cleveland, set the pace. C. Jean Walker, of Toronto University, was executive secretary. The conference will meet every other year, encouraging its members to attend the U. S. national conference in alternate years.

WHAT SOCIAL WORKERS DO

PERHAPS no more convincing evidence of the adult stature to which professional social work has grown could be adduced than the recent announcement that one of the best-known publishing houses is to carry on its spring list, for general and professional reader alike, the volume reporting the first year's job analysis of social-work positions prepared for the American Association of Social Workers by Louise C. Odencrantz. That volume will be concerned with several types of positions in the case-work field and is one of the first efforts to apply the technique of job analysis to professional workers, to find out and analyze what social workers do. The second year's work, now in progress under the direction of Margaretta Williamson, will consider the positions of boys' workers, girls' workers, and executives in such organizations for group work as the settlements and community centers, Young Men's and Young Women's Christian and Hebrew Associations, Boy and Girl Scouts, playground and recreation associations, boys' clubs and the Knights of Columbus; its field work has been done in Boston, Chicago, New York, Minneapolis, Cleveland, Detroit and Pittsburgh. Of gratification to all friends of the association and the professional advancement of social work, is the announcement that the Russell Sage Foundation has decided to continue the grants which have made these studies possible for a third year, to make possible an analysis of positions in the field of child care.

WILL PITTSTON LEAD THE WAY?

THREE significant events have taken place in Pittston, Pennsylvania, since the publication of Mr. Selekman's article (Miners and Murder) in the May Survey Graphic.

Powers Hapgood and his wife Mary Donovan have been acquitted. They had been indicted on the charge of "rioting" instead of "inciting to riot," which the civil authorities had brought against them. The presiding judge, holding that the evidence did not warrant the charge, directed the jury to bring in a verdict in favor of the defendants.

Sam Bonita, one of the three men indicted for murdering Frank Agati, union organizer and friend of President Cappellini, was found guilty of manslaughter. The jury was out forty-three hours and it is said that eleven were for acquittal. Despite the jury's recommendation for extreme mercy, Bonita was sentenced to serve from six to twelve years at hard labor in the Eastern Penitentiary.

The miners on strike in Colliery No. 6 of the Pennsylvania Coal Company have voted to return to work under the terms of the decision of the Anthracite Board of Conciliation. This decision, it will be remembered, provided that the strike should be called off, that an investigation for a period of thirty working days should be instituted to ascertain on what basis the colliery can be reopened, and that the grievances against the contracting system should be presented through the channels established in the agreement with the company.

It is to be hoped that the United Mine Workers and the operators will not content themselves with patching up the immediate trouble in Pittston, but will avail themselves of this occasion to work out a cooperative plan as indicated by Mr. Selekman to eliminate the contractors and at the same time provide for the efficient mining of coal—under conditions, of course, fair and reasonable to the men. The leaders of the miners' union have been severely criticized

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during recent years for lack of interest and concern in managerial problems. Here is an opportunity not only to eliminate the men's grievances but also to demonstrate that the union is genuinely concerned in the welfare and success of the industry. The Pennsylvania Coal Company, on its side, is offered an opportunity to redeem itself for its past history and give the lead to a new era of cooperation in mining.

FOR TOURISTS

AFTER you have seen the British Museum and the Tower, ask your taxi driver to take you to the lower regions of Westminster, where the floods recently created so much havoc, or to Stepney or, indeed, any popular neighborhood of old London; and then notice the life that goes on around you. If you can manage to stand at a corner in some such neighborhood when the "pubs" open in the morning or at closing time, so much the better. Repeat this experience in Paris, in Munich, in Vienna, in Brussels—wherever you happen to be going this summer. For people whose memory does not go back to the days of the saloon, some such observation in lands where it still flourishes is the best visualization of what it means to be free from it. Watch the beshawled women as they crowd around the door, the bedraggled children forgotten by their mothers; and do not come back to tell us that you have seen the great cities of Europe if you have not seen the drab side-streets drained by the false animation of the saloon of their life and happiness. Incidentally, no more effective educational propaganda could be undertaken by our law-enforcement agencies than to provide American tourists with guides to "the real" London and Paris—or, for a saturated example, Edinburgh of a Saturday night.

DOWN AND OUT TO UPAN'IN

IT'S windows and garden looking out over the bay and the New York skyline, and the cryptic sign Upan'in Club over its door, a little vine-covered brick house stood for many years on Brooklyn Heights, a perpetual source of inquiries from visitors. Now the sign has gone, and the club has been transmuted to a new purpose and a new place in the organization of the Bridge-Johnson hotel for workingmen, described on page 227 of this issue. In the rise and the passing of the Upan'in Club there is mirrored in little a significant shift in social history in the city. A number of years ago, three young men, two of them just out of college, were residents at the University Settlement in New York. They made for the settlement a study of "flop houses," the dreary hang-outs of homeless men along the Bowery, where a bed of sorts or at least a place to sleep, could be had for a few cents a night. Out of their interest came the Chrystie Street House, a private dwelling which Wallace Gilpatrick rented and where he welcomed boys who had nowhere else to go, with the Spanish salutation "Enter your house." Chrystie Street House is still in existence, and a few years later one of the other men, Louis Pink, became convinced of a similar need in Brooklyn for boys who were trying to change from being "down and out" to "up and in." When any one wanted news of some of these boys in downtown Brooklyn, he was likely to go to Michael McDonough, kindly friend of unfortunate human beings, and with the organization of the Upan'in Club to house homeless young men just out of reformatories until they could find a job and a place in the world, "Mike" McDonough resigned from bar-tending to become its director. With the War, jobs were more plentiful along the water-front and in the Navy Yard close by, and the club's guests began to dwindle. It was decided to sell the Upan'in Club, and to use the proceeds toward a self-supporting hotel for men of all ages, where clean and comfortable accommodation could be had at a small price, in place of the ordinary alternative of the cheap lodging houses which line Fulton Street, Brooklyn's equivalent of the Bowery. For the "flop house" has not passed, as witness the agitation stirred up in the city this winter when the commissioner of health was obliged to take drastic action against a number of the places where men tried to live since there was no other place within their price. Mr. Pink and Walter Kruesi, who was the third man, their experience reinforced by much additional service along civic and housing lines, were prime movers in this new project, now successfully accomplished. That it can be done once, they feel, is a guarantee that it can be repeated again and again, to give self-respecting men a self-respecting place to live in. And that the old spirit of friendly hospitality remains, is witnessed by the fact that in the new hotel, which gives a comfortable home to more than two hundred students and workingmen at $3.50 a week, Michael McDonough still smiles across the manager's desk.

CHILDREN AND MOVIES

CHILDREN, reports the federal Children's Bureau, paid more than a quarter of the admissions during 1926, at several motion-picture theaters studied in one city. In New York it is estimated that they form about 8 per cent of the movie audience. That is considered a very low figure for the country as a whole, yet using it as a basis of calculation, it would appear that of the 90,000,000 weekly attendance at the movies reported by spokesmen of the industry, 7,200,000 are children. The more concern then—for some of the objectionable methods used inculcate movie habits in the young, such as those reported by F. Zeta Youmans in The Survey of September 1, 1927; and the more satisfaction in the effort of one of the largest theater corporations in the Middle West, Malaban and Katz, to suit their entertainments to their young visitors, as recounted in a recent letter from Miss Youmans. "It is not easy to make children's entertainments pay," Miss Youmans writes, "now that they actually cut out all contests and 'barrels of fun.' But the attempt is really being made. They are having special slides made for the children's community singing; they are booking extremely good acts; and they are actually experimenting to find suitable pictures for the children's two hours on Saturday afternoon." But the path of even the best intentioned owner is beset with some unexpected difficulties. Now, it appears, the children watch with interest the program picked for them from one till three, then sit intently on for the grown-up part of the show. "I sat through one such four-hour session lately," Miss Youmans reports, "and saw the children as spellbound over 'Love,' the movie version of Anna Karenina, as they were over any part of the performance intended especially for them." In other words, it is easy to get them in, but hard to get them out, as the continuous performance runs on its way. Here is another fundamental problem for child psychologists, not unlike that of the lure of villainous candy or condemned hot breads—how to make less appealing to the young those sights and tastes and sounds on which their affection fixes with avidity, the best adult counsel to the contrary.

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Who Uses Social Agencies?

By RAYMOND CLAPP

COMMUNITY FUND agencies have rendered some direct service to nearly half the wage-earning families of Cleveland during the eight years of the fund's existence, if the ratio shown in a recent study of four Cleveland industrial plants holds for the city as a whole.

This study consisted in "clearing" four hundred and two names picked at random from the payrolls of four of Cleveland's larger factories, one hundred names from each. Foremen and executives were excluded. The names and addresses of these workers were compared with the files of the Social Service Clearing House, where Cleveland social agencies regularly register those families which receive relief, protective or case-work service, or medical care at less than cost. For the purposes of this study, a name was considered identified, if a family of the same surname was found registered in the Clearing House files as having lived at the same address. Of the 402 names cleared, 210 were found to be members of families which have received some definite personal service from one or more of 40 different Community Fund agencies; and 18 more families, making 228 in all, or 57 per cent, were identified when clearings of the public agencies were also listed. The percentages identified varied from 51 per cent to 61 per cent in the four factories, indicating that the experience is probably general and that approximately one-half of the men and women on our great industrial payrolls have seen at least one member of their families helped by a social agency.

Some of these records date back five or ten years to times of unemployment or of long sickness, which resulted in social-agency service to an otherwise self-supporting family in time of special need; but 45 per cent have been active within the past twelve months, and 80 per cent within the past five years.

One of the most interesting facts brought out by the study is that 88 per cent of the identified families, or 50 per cent of the names cleared, were registered by one or more health agencies. There were 748 clearings on 228 families, an average of 3.3 clearings per family; and 478, or 64 per cent, of these were medical agency clearings. Forty-nine per cent of the identified families were known only to medical agencies, 39 per cent to others as well as medical agencies, and 12 per cent to non-medical social agencies only.

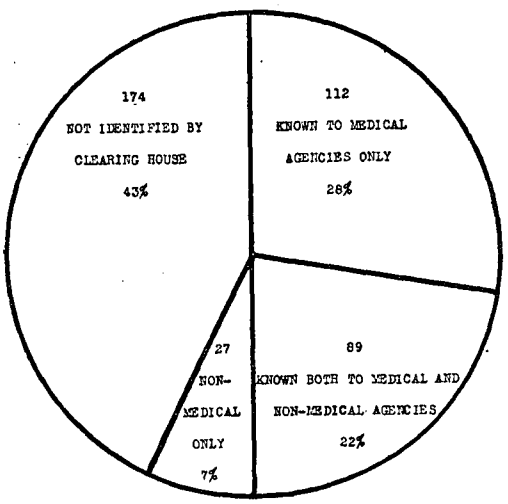
To answer a similar question as to whether fund agencies serve certain suburbs, the Social Service Clearing House street files were used to show that one family is recorded as having received fund agency service for every four homes in these suburban communities. The ratio of medical to non-medical clearings was similar to that of the industrial names identified.

These facts were secured at campaign time to answer wage-earners and employers who were under the impression that a family had to be "down and out" before it received service from Community Fund agencies.

They were very effective in correcting this impression and in showing, rather dramatically, that fund agency service is great in volume and touches the lives of a very large proportion of Cleveland families.

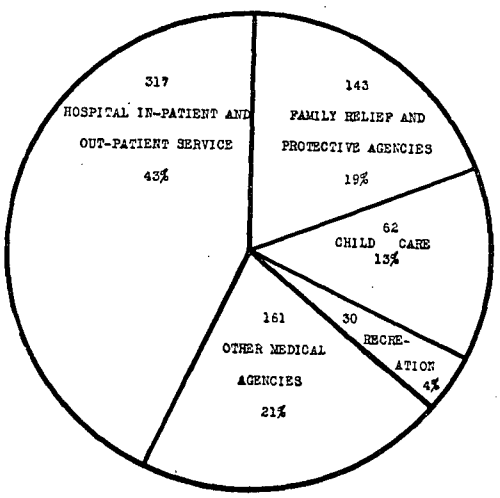
But the use of these facts is not limited to their publicity value. They will throw fresh light upon the difficult problem of dispensary admissions, a study of which is being made as a joint project of the Academy of Medicine, Hospital and Health Councils, and the Welfare Foundation.

As we analyze them further they may even help clarify some of our impressions of the relation between health, dependency, delinquency and wages. In any event, here is a method which gives employers, workers and neighborhoods, a new comprehension of the multitude of social problems in their midst and of the importance of social agencies in the treatment of them.



The circle at the left shows the use that 402 families, whose names were picked at random from 4 factory payrolls, were found to have made of the social and medical agencies of Cleveland.

At the right, the classification of the 748 clearings on the 228 families which were identified, showing the kinds of help on which this random sample of wage-earners had drawn in time of trouble.



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Squatter Rights in Case Work

By C. I. CLAFLIN

"1918, American Red Cross; 1920, Lying-In Hospital; 1921, Bethlehem Day Nursery; 1922, Orthopedic Hospital; 1923, Family Welfare Society; 1924, Deering Home for Children; 1925, South Side Settlement; 1926, St. Rita's Church."

The child-placing society's case supervisor sighed as her eye ran down the slip just arrived from the confidential exchange.

"The Red Cross certainly won't think Mr. Black's breaking his leg in 1922 can be attributed to his war service. —Since Mrs. Black had her second baby at home, I presume the Lying-In Hospital is through with her.—The Bethlehem Day Nursery follows some of its mothers quite intensively.—Mr. Black says he has been discharged from the Out-Patient Department of the Orthopedic Hospital—but since I found them sending those three children to the country on the strength of their mother's operation five years before, I never know when to count them out.—Let me see, which of the seven clauses of our agreement with the Family Welfare Society does this case come under? —If the family was still under their care when the Deering Home discharged the older child, I suppose the home's social worker closed the case at that time, but you never can tell. The South Side Settlement likes to do all the work with some of its families—that new parish visitor at St. Rita's is very active—I wonder whose case it will turn out to be!"

Wonder like hers is not hard to find—nor are excuses for it. Social case work, here defined as the art of social adjustment applied to individuals and families, grew up under squatter sovereignty. Need and opportunity beckoned hither and yon, and the response was nearly as haphazard as the call. The poor, the sick, the homeless, the delinquent, in various casual groupings, supplied focal points from which ideas and projects of social adjustment extended their influence into the community at large. When spheres of influence had multiplied and expanded till they overlapped, the searchlight of the confidential exchange exposed and partly checked the overlapping; but yawning gaps remained, and the process of multiplication and expansion continued to increasing complexity. Surveys, conferences, chests, councils, inter-agency agreements have made substantial advances toward bringing order out of chaos. Yet technological questions which are basic to the case-work enterprise still remain not only unanswered, but generally unasked. The present paper raises two of them: What, in the light of present knowledge, is the potential total field of case work? And how may it most efficiently be divided?

To the writer's perhaps venturesome thinking, the first question answers itself. The field is the world. There is no insuperable difficulty in imagining a social health examination. An attempt to assign limits to the future development of case work would at this time be premature. It is to the second question that this paper offers a tentative and inchoate answer.

The actual field of case work, in its present confused state, is dominated by no uniform principle of division. Two principles, perhaps, tend to dominate: type of client served, and, type of problem dealt with. These have the obvious advantage that a worker who is interested in children or Syrians, hospitals or courts, is free to concentrate along the line of her predilection, provided it is or has been shared by enough other people to create and maintain a case-working agency. A disadvantage, however, is that there is hardly any limit to the variety of aspects under which a given individual can be classified or to the variety of problems which he can present.

To suggest a few random combinations, a man may be at once a tubercular patient, a venereal patient, a psychopath, a delinquent on probation, the brother of an epileptic and the son of an inmate of a home for the aged; while a woman may be a defective, a paroled prisoner, a widow, and the mother of an illegitimate child, of a cripple, and of a truant. Both individuals will also be members of a given nationality and of a given religious group. In each of all these capacities either of them may conceivably be eligible for the attention of a different case worker. If the complications which are possible in theory have nowhere yet been developed in practice to their logical extreme, this is rather because common sense and other factors act as brakes on such development, than because our present theory provides any adequate alternative.

Another disadvantage of the existing system is that many characteristics and problems have a time-limit. Children do not always remain children; the aged were not always aged; patients recover from old maladies and contract new ones. Again, problems often come to light only in the course of investigation, which is itself an integral part of case work. Who of us has not sat in conference on the question whether a case should belatedly be handed over to the agency which—if all the facts had been known—would have had it from the first? Moreover, agencies dealing exclusively with, for instance, the delinquent or the venereally infected, label their client as such by the mere fact of their interest in him. Division of the case-work field on the basis of type of client or of problem assures to the client neither unity nor continuity of service, nor even the barest safeguarding of his privacy.

THIS paper recommends as a better principle of division: type of service rendered. The superior value of this principle lies largely in its potential relation to the training of the case worker. Considered with reference to training, services might be divided into two groups: first, those which are so constantly needed or so closely interconnected that the skills they require should form part of every professional case worker's equipment; second, those which may conveniently be set off as specialties. In the first group might be included the task of social diagnosis in all its more elementary forms, and the elementary treatment of all the commoner human problems as they affect the usual run of

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clients; leaving for the second group (a) the consultant's function, (b) the application of skills only occasionally or briefly needed, (c) the entire handling, for such time as particular circumstances may direct, of cases presenting peculiar obscurities or difficulties.

The line between the two groups must and should be flexible. On the one hand, as techniques are elaborated, new specialties evolve. On the other hand, techniques tested, standardized, and eventually simplified by the specialist are absorbed into general practice. Both processes can be illustrated from the history of medicine and nursing. In the writer's opinion, it is the latter process that is the more needed in social work today. We are already specialized to a degree that would not be tolerated in any other profession. What would be thought of a supposedly trained nurse who could care for the child but not the parent, the parent but not the child; a broken leg, but not a sprained wrist; gastritis, but not pneumonia? Yet we talk of family work and children's work, medical social work and psychiatric social work, as if the family relationship, the interests of childhood, the claims and contributions of the physician and the psychiatrist, were monopolies and not parts of a common store. True, the personal equipment of most of us is surely not as narrow as the limited scope of our agencies would suggest; but in view of that, why the limitation?

IN a city where the development of specialized nursing activities had begun, some years ago, to threaten a situation remotely comparable to those just outlined, a daring health officer secured a clean sweep and a new deal. Today, a telephone report to a central office, or to any one of a dozen district offices, assures to any kind of patient, anywhere in the city, presenting any kind of public health problem, a visit (usually within a few hours) from one of the nurses attached to the district office nearest his home. A supervisor coordinates the work of each district. A staff assigned to the various hospitals, under its own supervisor, links hospitals and districts together. A few specialized supervisors attached to the central office advise on problems within their several spheres. One director coordinates the whole.

In view of the recent successes scored by the advocates of generalized nursing, such as the East Harlem experiment recorded in The Survey of February 15, 1927, must we not prepare to meet a demand for generalized case work? (The Survey broached this idea editorially a year or two ago, but it was not followed up.) As the case-work field is more intricately subdivided than the nursing field ever was or could be, so could a reduction of this intricacy effect greater economies, not only in shoe leather, carfares, gasoline, stationery, postage, and telephone calls, but in time and nerves of workers, clients, and the public. The broader training which would be required might in the end prove cheaply bought even at the cost of lengthening the training-school courses. By enlarging the body of experiences held in common, it might have the incidental advantage of strengthening professional solidarity. With the widening of technical and consequent narrowing of local fields, workers would have a chance to deepen that knowledge of local background which they so much need and so often lack. Some of them might find that they had gained an enrichment of interest, a help to the seeing of life whole, such as they now can gain only by moving from job to job.

The specialist, however, will presumably always be needed, and some special arrangements will suggest themselves as necessary diversifications of any comprehensive plan. Varieties of race, language, religion, and other factors should be considered in fitting workers into districts. Contrary to the "without distinction of creed" clause on which many agencies pride themselves, it is the writer's personal belief that religion, at least, represents too fundamental a dividing principle to be subordinated to any other, where such subordination can be justly and intelligently avoided. Denominational lines, indeed, cannot always be followed; but the growing desire of kindred religious groups to get together is tending to reduce to a minimum number the differences of which the case worker must constantly take practical account. The emergence of Jewish, Catholic, and Protestant federations, and such a development as the Parish Visitors of Mary Immaculate in New York City, foreshadow what may be possible in this direction.

In a field so thick with established interests, financial, legal, and personal, changes must come slowly, and vitality should not be sacrificed to logic. Yet we can at least study the situation, and in view of the findings, reconsider our practice, corporate and individual. We can at least realize that the case-work responsibility for every case must center somewhere; that the less often the center need be shifted, the better; that for this reason the agency accepting such central responsibility should as nearly as possible be equipped to deal adequately with the case in all its phases; and that more specialized agencies may often render greater service by recognizing their functions as accessory than by demanding—or accepting—the stellar rôle. Once the vision of a more logical order has taken possession of our minds, practical readjustments will follow, and the crazy-quilt patterns of our squatter system will gradually yield place to patterns more lucid, more coherent, and more effective, because derived from, rather than imposed on, the deep realities of life.

"WHAT is family disintegration?" asked Thomas D. Eliot, professor of sociology at Northwestern University, speaking before the Illinois Home Economics Conference. "It would be easy to list the statistics of family dismemberment, through widowhood, orphanage, desertion, divorce, custodial segregation. But these are not all; some family patterns—the unmarried parents, the childless, the homeless—never have been completed at all. These, too, are problems of the family. And, even with a normal family pattern, if a home's morale is disorganized or its standards are deficient, it may be just as truly a 'broken home' as if the family were dismembered. Demoralized families include, of course, some that are also dismembered: the desertions, the divorces, the illegitimacies, the imprisonments. Such problems are indeed more tragic and difficult than those of mere dismemberment.

"Family disintegration, however, is merely an end result, a precipitate from a muddy mixture that is not a solution. Most families at any given time are 'muddling through' without landing in the domestic relations court. Some work out their own salvation, or there are available to them private, non-philanthropic resources of aid, comfort and counsel. Others are in a state of chronic mild maladjustment that always stops short of acute or complete demoralization because their standards, their status, or their intelligence repeatedly rescues the situation. Any one who has ever lived the life of a real neighborhood knows that an apparently normal social-economic and

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home-economic status often more or less conceals a situation which is just as much a social-case-work problem as any that ever called for the services of a charity visitor or a probation officer. No arbitrary line can be drawn between these uncounted problems which give 'human interest' selling-power to the movies, the 'comics' and the fictioneers, and those extreme cases which get into the hands of social agencies.

"The beginnings of family problems are to be found in some shortcoming either in the preconditions of family integrity, or in the plane of living after the family is established. In modern urban civilization, families are dependent for these essentials upon the proper functioning of a multitude of socially-organized services, public or private. The family which uses its wealth to isolate itself from the life and needs and services of the community, is also a social problem. Whether or not the shortcomings be shortcomings of the family or of the community's agencies, the fact remains that the community's resources are *coming short* of reaching the family's needs, or there would be no problem. There is joint accountability, and the question of 'blame' is futile.

"Furthermore, if we expect so to influence families as to render them resourceful in seeking and using community resources for the solution of their own problems, that, too, must be accomplished through socially organized effort on the part of us who are community-minded. Indeed, many family problems are recognized as such only by the community: they consist in part in the lack of recognition on the part of families that their integrity or standards are threatened.

"An interesting problem, for 'control' purposes in family research, is why and how certain families manage to maintain a degree of normality, despite shortcomings in the basis of family life which seem fatal to other families. We need as many case studies of so-called normal families as we have of the so-called abnormal, and no one is in better position than the home economist to help us get them."

FURTHER confirmation of the prevalence of child marriages appears in a recent study in Erie County, N. Y., made by the Juvenile Protective Department of the Children's Aid Society of Buffalo. Between January, 1923, and August, 1926, there were 61 marriages in the county, in which the girl's age was admitted to be from 13 to less than 16 years, and others in which this information was falsified. The young husbands ranged from 16 to 34; the majority were six, seven or eight years older than their brides. A very large majority (83 per cent) of these childish wives were American born; 34 per cent were of Italian, and 29 per cent of American parentage. Of the husbands, 52 per cent were native born. There was one Negro couple in the group. Seventeen of the marriages appeared to have been "forced," and half of the child brides were known to have borne children up to September, 1926. In the cases of 40 of the marriages—two-thirds of the total number—the family of either the bride or the groom had been known to some social agency.

FROM July 21 to August 21, the National Training School for Institution Executives and Other Workers offers a summer institute with courses on administration, family case work as related to the institution child, psychology, vocational guidance and training, recreation, behavior problems, nutrition, publicity and finance, and intake and after-care, supplemented by visits to institutions, courts and welfare organizations. This intensive course is intended especially for those already engaged in institutional work who wish to obtain further training and, like the other activities of the unique school which offers it, is aimed to meet, insofar as is possible, the individual needs of the student and to correlate practical experience with the study of theory. For further particulars as to courses, tuition and scholarships, address Leonard W. Mayo, Acting Dean, The National Training School, The Children's Village, Dobbs Ferry-on-Hudson, N. Y.

Pertinent Publications

CHANGING THE DELINQUENT ATTITUDE, *by Anna Elizabeth King. School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio. Price 50 cents.*

A detailed and colorful analysis of the successful treatment of 44 delinquent girls by the Children's Aid Society of Cleveland, the Juvenile Court, the Catholic Big Sister Association, the Women's Protective Association and the Convent of the Good Shepherd. Miss King is supervisor of the Cleveland Children's Bureau.

SOME AMERICAN ALMSHOUSES, *by the Woman's Department of the National Civic Federation, 105 West 40 St., New York City.*

A study of 75 representative institutions, good, bad and indifferent, in Connecticut, New Jersey, New York and Pennsylvania, made under the direction of Estelle Stewart, considering the administration of almshouses, buildings, the character of inmates, the chronic sick, and "steps toward a better order."

THE VISITING PSYCHIATRIST DEMONSTRATION, *by Elizabeth Ann Sullivan, M.D. Massachusetts Society for Mental Hygiene, 5 Joy Street. Boston, Mass.*

An interesting account of the first year of the experiment administered by the Massachusetts Society for Mental Hygiene, the State Department of Mental Diseases and the Federation for Placement Work, whereby a visiting psychiatrist served the staffs of nine subscribing social agencies.

THE STATES' USE SYSTEM, *by Major LeRoy Hodges. National Committee on Prisons and Prison Labor, 4 W. 57 St., New York City.*

Reprint of the address of the chairman of the committee on allocation of prison industries before the Washington Conference on the Reduction of Crime, citing facts and potentialities of prison labor. "Work is the key to the solution of the prison problem, and the states' use system is the fairest method of providing that work."

HANDICAPPED WAGE EARNERS, *by Moses A. Leavitt. The Jewish Social Service Association, Inc., 125 E. 46 St., New York City.*

Problems of the disabled wage-earner, Jewish and non-Jewish, as studied by a family welfare agency, with chapters on such remedial expedients as rehabilitation, sheltered work-shops, part-time employment, and the self-support department of the J. S. S. A., and proposals toward a general program. Appendices describe the existing New York agencies in this field.

CHILD WELFARE IN NEW JERSEY, *Part IV. Publication No. 180, Children's Bureau. Government Printing Office.*

The final study of the series made by the social-service division of the Children's Bureau at the request of the New Jersey authorities. The various sections, written by William J. Blackburn, Ruth Bloodgood, and Mary E. Milburn, consider local provision for delinquent and dependent children in relation to the state program.

FAMILY AND CHILD WELFARE STUDIES IN PENNSYLVANIA 1921-1926, *by Hugh P. Brinton, Jr. Philadelphia Yearly Meeting of Friends, Fifteenth and Race Streets, Philadelphia, Pa.*

A most useful classified bibliography, with index and cross-references, compiled through the cooperation of the Department of Sociology, University of Pennsylvania, and the Child Welfare Division of the Public Charities Association.

PROBATION MANUAL. *Massachusetts Commission on Probation, Court House, Boston, Mass.*

A new and revised fifth edition, giving an historical sketch, and all the statute law now standing in that state in relation to the use of probation and the duties of probation officers.

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People Who Live in Hotels

By NORMAN S. HAYNER

AS compared with the area in which the hotel is located, its population is always relatively transient. As a business institution it caters primarily to travelers and without some provision for transients it is not legally a hotel. The hotel dweller is consequently detached in his interests from the place in which he sleeps. Although physically near the other guests he is socially distant. He meets his neighbors, perhaps, but does not know them. "Have you ever lived in Europe or in any foreign country?" asks a hotel child. (The True Story of a Hotel Child, The Designer, April, 1927.) "Did you take part where you lived in the life around you? Or did you just live in your hotel and see the sights? That is the trouble with people who live abroad all their lives; they have no roots; they don't belong to anything. And that is the way with people like me who live in a hotel always; we are in a certain degree like people who are living in a foreign country."

In this modern period of rapid transportation almost every one has had some contact with hotels. In an article in The American Magazine (March, 1922) J. K. Rhodes describes the situation in a large and fashionable metropolitan hostelry:

More types of people are seen in a hotel, day in and day out, than almost anywhere else. They are rich and poor, bluffers who are living on their last *sou,* some who are famous and many who would like to be, people who are temperamental, people who are sick, distinguished foreigners, presidents, ambassadors, governors, opera singers and just plain ordinary folks who want a room and their meals and the chance to tend to business inconspicuously and without interruptions.

Because no definite statistical information is available for the hotel population in general, a special study was made of hotel dwellers in Seattle. The investigators seemed to have complete and accurate data on the composition of the population in 220 of the 437 hotels. Two facts revealed by this survey are especially interesting: 28.3 per cent (3,107) of the total house counts—the number of persons sleeping in a hotel on a given day (10,961)—were females; and 10.8 per cent (1,188 individuals) were couples without children.

Since there was a much greater preponderance of males in the hotel population of the past, the fact that more than one-fourth of the hotel dwellers in Seattle are females is an index to the growing freedom and independence of women. In the period before the Civil War, respectable hotels would not give shelter at night to unaccompanied ladies.

Even at the present time the stigma attached to hotel life for young women tends to persist in the eastern part of the country. Henry J. Bohn, editor of the Hotel World, told the writer in an interview:

In the old days when I started in this business a woman would not think of going into the main entrance of a hotel. A woman always went in at the ladies' entrance. She did not even sign the register in person.

I visited an old maid friend of mine in ———, Massachusetts, not long ago. She would not think of eating dinner in the best hotel of the city. She might be fired from her position as school teacher!

At one time we had a debate in the Hotel World as to whether a man should be permitted to enter a hotel dining-room in a bicycle suit; now women in riding habits eat in hotel dining-rooms.

Wortman in the New York World

"I got hold of a guy with an inferiority complex yesterday and high-hatted him out of a fiver"

In one of Seattle's large down-town hotels, 60 per cent of the guests were women, and 55, or about 14 per cent, were teachers. The experience of one of these teachers was, in part, as follows:

Previous to my moving here, I had lived for two years in an apartment with a stenographer when she decided to stay with friends. We had become tired of each other's company and I was more than tired of her beau.

In the hotel I can entertain my friends without feeling that they are not wanted, and I have no roommate to bother me with her friends when I should like to be alone. I do not take care of the room as I did in the apartment. I have four towels each day, fresh sheets several times a week, hot water any hour of the day or night, lots of light and heat and a private bathroom. Here in the hotel are a restaurant, laundry, dry-cleaning establishment,

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store, bootblack and many mail deliveries a day. The management does not object to the use of electrical appliances, so I have a grill, iron and percolator.

Another Seattle teacher who has been for about five years a permanent guest in various apartment hotels, explains why she moved to a hotel and also why she plans to stay there rather than in a private home or boarding house:

My last experience in a private family drove me to a hotel, and now I think it would be impossible to live in a home again. The family from whom I rented a room were inquisitive and prying. I'm sure they investigated my room during my absence. The bathroom was occupied for prolonged periods, and last but not least, they seemed to think I should remain with them for the rest of my life. My relief was great the day I left with bag and baggage and moved into a hotel.

No matter how secluded one keeps in a private family, if the members don't ask questions directly, they are conjecturing among themselves. They know exactly the time one returns home, of what one's personal effects consist, the status of one's friends.

In a hotel all this is avoided. After a day of hard work it is a comfort to return home without having to meet inquisitive or talkative people in whom one is not especially interested. If one wishes to move furniture, change pictures, entertain guests, there is nothing to interfere. This gives a feeling of stability. This may sound laughable to a person who is living in his own family, but nevertheless my hotel apartment gives me that feeling. I can come home in the afternoon, make a cup of tea or have a nap before dinner.

Still another Seattle schoolma'am discusses the leisure-time problem which life in a hotel presents, and describes her technique in meeting the problem:

Having little responsibility outside of work hours is conducive to using one's freedom for recreation only. It is a very easy thing to fill one's life with just trivial pleasures, a continual round of bridge, shows, evenings at friends', guests in to play, etc. The danger of this is that one may be so poverty-stricken within herself that unless something special is planned all the time, one may be bored to death by an evening alone. It is a pretty good idea, I have found, to plan a definite amount of time to be alone, without special plans of entertainment. To me, a life is out of balance if there is no pause between thrills, to enjoy a memory of the last, and an anticipation of the next.

LAST year, with no systematic demand on my leisure, it was all at my own disposal. After a few weeks of every night in the week filled with some interesting contact, I began to be restless if an unoccupied evening turned up. I had never felt like that before so I tried to analyze the situation. I had never been so barren before that I couldn't amuse or interest myself for an evening, so I decided I was getting spoiled by being diverted too much.

After that I deliberately planned to spend a certain number of evenings a week, at home, in safe and sane ways, either enjoying a new magazine, mending, writing letters, etc. It became a pleasure to really have time to do in a reasonable way the many things which were being done in a hop, skip and jump fashion. It was not a bit hard to keep a date with myself and say in answer to a telephoned invitation out, "I'm busy tonight, but will be glad to some other night."

Not all hotel dwellers are able to solve their leisure-time problem as effectively as this school teacher. Many people who live in hotels find that all of their time is their own to do with as they please and many of them become mental rovers. Like the hoboes described by Robert E. Park, they have gained their freedom, but lost their direction.

The trouble with the hobo mind is not lack of experience, but lack of a vocation. The hobo is, to be sure, always on the move, but he has no destination, and naturally he never arrives. He has gained his freedom, but he has lost his direction.

The second interesting fact revealed by the Seattle survey was that there were two and one-half times as many couples without children as couples with children in the hotel population. In only twenty hotels did the number of families, i.e. couples with children, exceed the number of childless couples and ten of these were Japanese. This suggests that the hotel is a natural habitat for the "companionate," which has been defined by M. M. Knight as "the state of lawful wedlock, entered into solely for companionship, and not contributing children to society." There is, however, nothing in the schedules to indicate whether these couples without children were married or unmarried or whether their children had grown up and left home.

There are many young couples who prefer to work for two salaries and live in a hotel free from household responsibilities rather than skimp along on one meager income. There are others to whom living in a hotel may be more convenient because of the type of occupation in which the husband is engaged. As one wife explains:

We have lived in this hotel for nearly five years. So far as we know it is our permanent home. We have lived in hotels for eight years. We are not looking forward to owning a home, because my husband is in the government service and we are moved sometimes.

Our family consists of my husband and myself. We have no children. My husband goes to the office in the morning and usually returns about five o'clock. My time is not very well filled. I do some handwork, a little charity work, and play some bridge during the day. In the evening we visit with people in the hotel or outside and go to musicals and movies occasionally.

We moved to a hotel because part of the year my husband is not in the city and I am alone. If we lived in a house there

THIS article is an aspect of a larger study by Professor Hayner which had its origin in a doctor's thesis on The Sociology of Hotel Life, at the University of Chicago. The author has discussed other phases of the subject in an article on Hotel Homes (Sociology and Social Research, November-December, 1927), outlining the movement from homestead to hotel and its significance for the family, and on Hotel Life and Personality (American Journal of Sociology, March, 1928). For an account of the hobo and the Jew as hotel dwellers, see The Hobo, by Nels Anderson, chapter III, and the Ghetto, by Louis Wirth, soon to be published by the University of Chicago Press. Harvey Zorbaugh describes a closely related type in The Dweller in Furnished Rooms, a paper in The Urban Community (University of Chicago Press). Hotel customs in pioneer days and in the decades before and after the Civil War are described by Arthur W. Calhoun in A Social History of the American Family (vol. II, p. 95, and vol. III, pp. 179-82 and 238-41).

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would be two movings a year, so it is really more economical to live here. We do not have a kitchenette, nor do we indulge in electric grill cooking. We have a room and bath.

I think a hotel gives less responsibility. There are advantages in some ways such as saving time. Then there is no cooking, etc., which I do not like. I think coming in contact with different people keeps one wide awake. The disadvantages are that there is not so much privacy and there are no facilities for entertaining people like in one's home.

THERE are many elderly couples in the hotel population whose children are grown and no longer live with them. They have worked hard during their younger years, saved a little money and now enjoy retiring to a hotel and living in comfort and ease for the remainder of their days. Here they have an opportunity to do many things that in the press of more important affairs have been left undone. Here also they may be independent and live their own lives in any way they see fit.

For twenty-five years or more Mr. and Mrs. N had lived in their own individual home in a small industrial city of Illinois. Later they had lived for twenty-one years in various Chicago apartments. Their one child, a daughter, married before they moved to the hotel where they had previously been in the habit of taking their dinners. If it were not for the greater expense when entertaining guests, thinks Mrs. N, a hotel would be more reasonable than an apartment.

Although Mrs. N enjoyed her own home, she "could not bear the thought" of returning to it. She likes to be in the center of things, revels in a crowd, and appreciates being near the shopping district, for she "shops" in the Loop stores practically every morning. Her husband teases her by saying that he expects to find her cot in front of Marshall Field's some morning! She enjoyed dancing until two years ago when she "broke" her foot, and every evening in the dining-room, even now, her feet keep time with the orchestra. She spends many happy hours in her room sewing for her nieces and other relatives. "This is my life here," she said referring to the hotel. "I shall never return to my own home."

There are many tag-ends or fragments of families in hotels. Desertion, divorce, death, and departure of son or daughter from home may give rise to these broken families. They are broken in the sense that only mother and son, father and daughter, widow or widower, or divorcé remain from the original normal family. In fact the hotel family is more commonly the beginning or ending of a family rather than the fully rounded, normal family.

Couples living in hotels with children—and 226 were found in the Seattle survey—seem to fall roughly into two groups: those whose stay in hotels is more or less temporary, who are not adapted to hotel life and who prefer a home of their own; and those who live permanently in hotels, who are adjusted to hotel life and prefer it to life in an individual house or apartment. The majority of families with children in commercial hotels are transient guests. They are not long exposed to the influences of the hotel environment. In the residential hotel there are of course more "permanents" among the families, but not all of these plan to live always in hotels.

Although the A's have lived in the apartment hotel two and a half months and have lived in other hotels for periods of not more than two months at a time, they have never made the hotel a home. Out of their twenty-five years of married life they have owned their own home for practically sixteen years. They do not want to make the hotel their home while their three children are with them.

"There is less freedom in a hotel," said Mrs. A. "The music must stop at 10:30. You must tell your friends not to enjoy their jokes with such glee. Your clothes are crowded. You never can find anything. A home is much better. The mother has more responsibility in the hotel, for she has a harder time making her family happy. I cannot explain this except that the unsettled feeling living in a hotel gives us makes us all discontented."

Although the B's are really a "broken family"—mother and son—their attitudes may be taken as typical of the families that are adjusted to hotel life and like it:

The B's have lived in the ——— hotel for eight months and plan to stay here permanently. Mrs. B has lived in other hotels for practically 10 years; in apartments for 8 years; in individual homes for 2 years. They do not have the slightest desire to own their own home.

Hotel life and contacts broaden children. It is true they get pent up, irritable and often restless. The best way to solve this difficulty is to take them away from the hotel to a resort, the springs or the mountains. X——— got over such periods very easily if taken away for a few days or a week. His ability to make friends easily, his more mature attitude toward problems in general, the ease with which he can enter into any conversation, are the result of his hotel life. The worst strain on the hotel child is the myriad questions asked him by guests who may meet him in the lobby.

Mrs. B is never lonely in the hotel—has never been lonely in a hotel.

In conclusion attention should be called to the fact that life in general is becoming more and more like life in a hotel—transient, detached and free. The hotel may be thought of as an index to other significant changes in American life beyond the scope of this paper. "A very large part of the populations of great cities, including those who make their homes in tenements and apartment houses, live much as people do in some great hotel, meeting but not knowing one another. The effect of this is to substitute fortuitous and casual relationships for the more intimate and permanent associations of the smaller community," says Robert E. Park in a paper on The City in the American Journal of Sociology, Vol. XX, page 607.

Of American women over fifteen years of age, one in four is a bread-winner. Almost one married woman in ten is working for wages. In other words, American women as a whole are approaching the freedom and independence of the women who live in hotels.

"The companionate is with us to stay," writes Professor Groves in his interesting book on The Drifting Home. "Until social conditions fundamentally change, the companionate will hold its present popularity." The divorce rate in 1926 was over five times as great as in 1870. The American home as a whole is coming to be more and more of a "hotel home," i.e. small, loosely integrated, easily broken up and with a growing independence on the part of the children.

A New Workingmen's Hotel

By WALTER KRUESI

"THE Bridge-Johnson," a self-supporting hotel for working men of small means, was opened with the new year near the hub of New York's largest borough, Brooklyn, offering clean and comfortable individual rooms at fifty cents a night or $3.50 a week. Within a month all its 272 rooms were taken by men with no local family home. Most of them came from among the thousands who are forced for want of better accommodation to live in the "flop houses"

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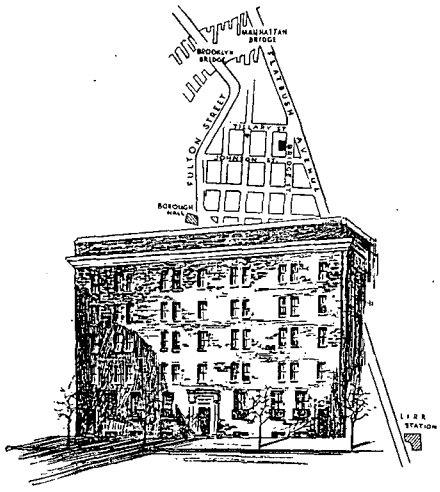
of the Bowery or Brooklyn's equivalent, Fulton Street. Some were country youths come to make their way in the city, who can afford no more than $3.50 per week for shelter out of an apprentice wage of $14.00 per week. The rooms for transients are taken by traveling workers or those coming here to look for new jobs.



The Bridge-Johnson Hotel, Brooklyn

The house also serves as a self-sustaining old men's home — for lonely but independent men of reduced earning power or pensioners whose relatives live in apartments where there is no room for an extra. Some convalescents from hospitals have come to live there to be near an out-patient clinic. This serves of course to relieve hospital beds which are maintained at far higher expense. Students of the new City College and the Long Island University, both of which are within five minutes walk, may find it a satisfactory dormitory. Pastors, the Red Cross, the war veterans and fraternal orders, charities and citizens have found the house a comfortable resource for their dependents. The house is jealous however to maintain its character as a place for replenishment of the strength and spirit of the self reliant.

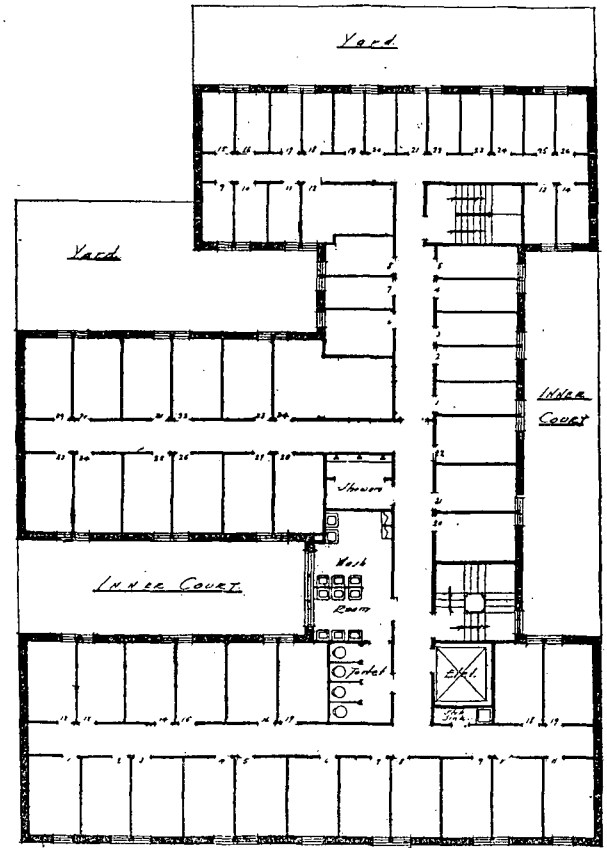
The building, which is fireproof, of five stories and basement, was designed by Louis Jallade with the benefit of his experience with over 100 "Y" dormitories. Each room has a large window, the upper two-thirds of which swivel on the horizontal axis while the lower third is fixed. Thus windows may be cleaned on both sides from within, while every room has ample daylight and cross ventilation and nearly all have sunshine. There is a shower, a toilet and a washroom on each floor, including laundry facilities. Each tenant is supplied with a turkish towel daily, and the linen is changed completely every day in the transient rooms and at least weekly for the permanent guests.

The fireplace in the spacious lounge burns big logs every evening as a welcome. The room is furnished with arm-chairs and rockers, game and reading tables, plants, canaries, piano, phonograph and radio. In the writing-room is an open-shelf library. The Brooklyn Museum of Fine Arts has adopted the walls as an exhibition place. In the basement there is a restaurant which is now being equipped by its lessor, and place for a barber shop. An informal store is run for the accommodation of the guests. There are one- and five-cent cakes of soap, for example, tooth brushes at eight cents, and hair brushes at twenty-five cents, made by standard manufacturers; socks, rubbers, slippers, razor-blades at the nearest cent to cost, and a one-cent shoe-shining machine.

The Bridge-Johnson is the successor of the Upan'in Club, which for sixteen years offered a family home to a small number of homeless young men from institutions who strove to find their places honestly in our social order. As the need for its services diminished, it was decided to sell the old building and establish the hotel in its stead (see p. 219 of this issue). The house is run by a staff of manager, two clerks, three chambermaids, three porters and a patrolman. The manager, Michael McDonough, has always been the leader or superintendent of the Upan'in Club.

There are no extras for checking, trunks or calls. Payment is in advance, but unearned prepayments are refunded immediately on request. The house is run without rules except those unwritten ones which develop by discussion and crystallization of opinion as in successful clubs. There is no impertinent questioning of the guests, but a friendly response to requests for assistance.

Not the least novel feature of this independent hotel for independent men is the manner in which it was financed. The land cost $5 a square foot or $37,000; the building, architect, organization, and financing $217,000; and the furnishings $14,000; or a total of $268,000, with actual expenditures within 5 per cent of the estimated cost. One hundred and twenty thousand dollars was obtained on a first mortgage at 5½ per cent, and the balance through the sale of shares limited to 6 per cent cumulative dividends, subscribed to by about 150 public spirited citizens. The house is living within its budget and income, with auditor's evidence that it will be able to continue discounting all bills, meeting taxes, interest, amortization, and dividend charges, and laying aside a reserve which will form the nest-egg to build another hotel some day. For the board will not be satisfied unless this hotel proves that, with determination and sound business organization, a solution of the lodging-



Floor plan of the new workingmen's hotel

house problem lies in the duplication of plans and ventures such as this. It may be said that the Rowton and Mills hotels did this. True, but on an enormous scale. This house represents success with a small homely unit.

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EDUCATION

On the Dissolution of the Robert Brookings Graduate School

By GUSTAV PECK and GEORGE B. GALLOWAY

ON December 22, 1927, a few of the leading eastern newspapers printed an announcement the uncertain import of which may be ascertained from the headlines: Research Center Created at Capital (New York Times), National Research School is Endowed (New York World), Giant College for Research in Economics (Philadelphia Record). These dispatches referred to the reorganization of the three institutions founded in Washington by Robert S. Brookings since 1916. A close reading of these announcements continues to give the impression of the headlines that, while some change has been effected in these three organizations, the identity of each will be loosely maintained, and they will proceed with their work more effectively. The New York Times even went so far as to say, editorially, that "under the new organization the Graduate School is to continue as a feeder of talent for the two institutes on the firing line of social inquiry, by the encouragement of supergraduate training." All of which is quite misleading.

In its inception in 1923 a branch of Washington University of St. Louis, the Robert Brookings Graduate School soon became independent of any university connection and national in character. It slowly expanded its facilities, and in five years has given graduate instruction in economics and politics to seventy-nine students, and has granted the degree of doctor of philosophy to twenty-six of its students.

Since its establishment, the Brookings School has been closely connected with the Institutes of Economics and Government Research created in Washington in 1916 and 1922. School and institutes have exchanged staff members, giving research and teaching opportunities to both, and students have frequently chosen thesis subjects falling within the general range of problems with which the two institutes have been concerned. Moreover, the governing boards of the school and the institutes have been interlocking. The institutes were founded as non-partisan, fact-finding agencies to make scientific inquiries in the field of national and international political and economic problems. Their professional staffs have been made up of trained experts drawn largely from the universities.

The purpose of the school has been to teach the social sciences in their interrelations and to turn out craftsmen competent to deal with public affairs. In aid of these ends, the school has had ample financial resources and intellectual contacts. Its financial resources have included an endowment of about $1,500,000 given by Mr. and Mrs. Robert S. Brookings and an annual grant of $50,000 from George Eastman, a part of which has been used for fellowships. The annual net budget of the school amounts to about $90,000. Its intellectual contacts have included its location in Washington, its connection with the institutes, and its non-resident staff members and visiting lecturers. Such men as Wallas, Beard, Becker, Laski, Wissler, Jennings, Redlich, Malinowski, Hobson and Meiklejohn gave lectures.

The quality of the instruction given at the Brookings school has been influenced by the philosophy of its faculty, by the adaptability of the curriculum to the needs of the students, and by the special devices which have been developed to carry on its work.

The resident faculty has been interested in inculcating an understanding of the current economic and political order in its historical setting, the genetic character of existing institutions, and the alternatives for future change. No particular proposal or scheme of arrangements has been espoused. Materials for the formation of an intelligent program have been put in the student's way, but he has been left free to formulate his own standard of values. The faculty were masters in their fields, but their specialism was broadly based. They did not advertise nor make a noise; yet they won the great respect of their students and they inculcated interests and attitudes of deep social consequence.

THE school has evolved a number of unique and efficient educational devices, distinguishing it from orthodox graduate schools and freeing it from their limitations. The procedure of admission involves a personal interview, formulation of a program of study adapted to the particular student, and written evidence of intellectual ability. Aiming to develop qualities of workmanship and an understanding of prevailing social arrangements, the methods of instruction include regular conferences with staff members, a program of individual reading and writing, informal courses, and formal lectures. The so-called group inquiry in which a number of students devote their entire time for several months, in collaboration with a staff member, to some subject of common interest, has largely replaced formal classroom requirements. Some students work as apprentices at the institutes or in other research agencies. Stress is laid upon the effective presentation of materials, orally and in writing. In its methods of instruction the school has thus been a cooperative adventure in learning, free from the customary academic routine, rich and varied in its intellectual environment, stimulating the student to be a competent research workman and developing an aesthetic and cultural interest in the art of life.

One measure of the school's success is seen in the influential positions now held by its alumni and former students. Thirty-nine are teaching in universities and colleges, ten are in research institutes dealing directly with public affairs; thirteen hold responsible administrative and research positions in departments of the federal government,

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nine are in private professional work, and seven are in business. Another measure is the respectable number of able monographs and essays written by present and former students and published in book form, in the professional publications of social science, or in the more general magazines, class journals, and trade papers, to say nothing of book reviews, brief articles, and papers read at meetings of learned societies or books and articles written by members of the staff. European and American scholars who have visited the school or lectured before its students are fairly unanimous about the high quality of work done there, the marked self-education of its student body, the reality and interest of their problems, their skill in handling them. The opinion of alumni and students, nearly all of whom have attended other graduate institutions in America or abroad, corroborates that of its friends that the school has been a conspicuous success, judged in terms of its purpose and character, as an experiment in graduate education, as a training place for students of social and historical problems, as a center for visiting scholars, and as an important influence in the life of the country and upon graduate education in America and abroad.

IN the formal announcement of the amalgamation of the three earlier organizations in the new Brookings Institution, the motive appears to be merely that of securing greater effectiveness in the pursuits of the constituent organizations. It should, however, be clear that while the Institute of Economics and the Institute for Government Research will retain their names and continue their activities as divisions of the Brookings Institution, the Robert Brookings Graduate School is completely abolished and its income is absorbed by the Brookings Institution which has a primary interest in advanced research and not in graduate study. Nor will the Brookings Institution grant degrees.

In order to understand some of the reasons for the apparent discrimination, it is necessary to say a few words about the difficulties of a new educational experiment in its relations with an indifferent, if not hostile, board of trustees. Several members of the board had apparently opposed the school from the beginning. It is doubtful if more than two or three of them ever knew in any detail either what the school was actually doing or what it hoped to do. The school was understood to be Mr. Brookings' pet and it stood its ground as such. Suggestions had been made in the past for the merger of the three institutions, but it was thought by both faculty and students that in such an event the school would occupy a central or at least coordinate position with respect to the two institutes. There was not the slightest suggestion on the part of any one that the school should be left out.

The immediate cause of the rather hasty action that resulted in abolition seems to have been the announcement of the Carnegie Corporation that it would not continue its support of the Institute of Economics beyond 1931. This appears to have been an unexpected blow to the trustees of the institute, and it made them turn to the serious question of how to continue those activities which they had most at heart. In the subsequent shuffling, the Robert Brookings Graduate School was lost.

In the elimination of the school the faculty was given no adequate opportunity of consultation regarding the drastic changes contemplated. Nor were the students or the alumni even aware of what was proposed until they were informed that the school, which they too had made, was no more. While there is plenty of evidence that several members of the board of trustees did not themselves know what was going on—and even weeks later were waiting for information as to what actually had occurred—the fact remains that the official board in its discretion acted as any commercial board which controlled a subsidiary company might act. The chairman of the executive committee of the board of trustees of the school and its acting president in Mr. Brookings' absence, was also director of the Institute of Economics and is now to be president of the Brookings Institution. If the school had had an independent board unaffiliated with the institutes, to which to present its case, the result might have been different. Whatever the reason for abolishing the school, there could be no good reason for acting in haste without full and adequate conference with the faculty, students, and alumni, or without giving them an opportunity to present a case for the school or any indication that they were on trial.

Perhaps the most extraordinary part of the whole procedure is the statement of the authorities that the success of the school has no bearing on the advisability of eliminating it. It is also alleged that the school would divide the interest of the consolidated organization and might even handicap it in its relations with universities that had graduate schools of economics and government themselves. On the other hand, some of the outstanding political scientists, economists, and historians have valued the school as a means of contact with the institutes.

The faculty have all been offered positions in the new Institution. Their guiding spirit has, however, accepted a position elsewhere. The students and alumni are deprived of their institution, to which they are greatly attached, and the alumni also lose the opportunity of coming back after a period of about five years to do a major piece of work, which was one of the plans that the school was developing. But of the many tangible losses involved in the abolition of the Robert Brookings Graduate School, two stand out. First, there is, as we have seen, a real loss to the educational life of America. It is alleged that the peculiar values of the school will be preserved in the training function of the new institution. But it is difficult to see how even the most expert training in research can take the place of the rounded development in intellectual inquiry that the school afforded. A research organization has neither the time nor the interest for the wide range of reading or random questionings such as were encouraged at the Brookings school. A graduate school offers infinitely more than training in research, even though its results may not be so obvious in the beginning.

SECOND, the action of the boards of trustees of the three Brookings enterprises will doubtless strengthen all the forces of educational conservatism. New ventures and departures, always difficult to start, will be less frequent than ever. For their sponsors will face a new and bewildering prospect, namely, the possibility that an institution may be successfully launched, that it may attract an able resident and visiting staff, that its students and graduates may be considered unusually well equipped and promising, that their problems may be working out more satisfactorily each year, that they may be admitted to be more than an ordinary success by all who have the slightest desire to find out, and that, none the less, the institution may be completely eliminated because its benefactor or board of control has found a new interest to which to divert its funds, or has discovered that it never really had the first interest at heart.

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So much for the methods, motives, and results of the merger. In the light of them and of its short but successful experience, students and alumni are making a determined effort to preserve or re-create the school. During the Christmas holiday they effected a permanent organization and appointed a committee which is now energetically canvassing the situation in the hope of securing reconsideration by the board or an independent endowment for the school. A complete history of the school is being prepared, statements evaluating it are being collected from friends far and near to be incorporated in a *dossier* of evidence of its success, and the published writings of the students and alumni are being organized with a view to their joint publication possibly in book form.

Both students and alumni have contributed funds to meet the expenses of the campaign for an endowment which will be based on a carefully conceived and constructive plan. If an endowment is raised—at the present writing a highly uncertain prospect—the school would be quite independent of the new Brookings Institution.

The Other Side

To the Editor: On April 11 you were kind enough to send me a copy of an article prepared by Gustav Peck and George B. Galloway, entitled: The Dissolution of the Robert Brookings Graduate School, and to ask me to let you know "whether, in my opinion, it is a reasonably fair and adequate presentation of the situation as I know it." I replied to this letter on April 14, indicating that I did not regard the article as a fair and adequate presentation of the situation. A second letter from you, under date of April 21, states that you have submitted the article to others "who feel that it is a careful statement of an important situation and one on which public comment would be useful and timely." You further state that you should be glad to publish in connection with this article a statement by me.

It appears to me that there is no common ground for discussion with the authors, inasmuch as my chief objection to their paper, which purports to be a history of the formation of The Brookings Institution, is that the authors are not in possession of the historical facts. There is an abundance of documentary evidence on the subject which is available to any one who cares to ascertain the truth in the matter. Accordingly, it seems unnecessary to add to the statement which I made in my letter of April 14, from which I quote:

> With reference to that part of the article which expresses the appreciation of two alumni of the work of their Alma Mater, I of course have nothing to say. But the part which purports to be a history of the Brookings School, the Institute of Economics, the Institute for Government Research, and their amalgamation into the Brookings Institution, naturally concerns me greatly. Rather than being a reasonably fair and adequate presentation of the situation, it is a complete misrepresentation of the situation. Neither of the authors was on the ground when the decisions to which they take exception were made, and neither of them was in any position to know the facts in the case. Nor have they undertaken to make any investigation of the situation. You will be interested to know that they have not even consulted with the individual who was chairman of the faculty of the school during practically the whole period when the plan was being developed and formulated. The authors are merely giving expression to gossip which has been circulated by the minority group which was disappointed in the outcome of the reorganization plans which had been under discussion for a period of several years.
>
> While I incline to the view that no good purpose is to be served by an article on the subject, I have no desire to argue against the publication of an article. I should be quite content, for example, to have some member of the Survey staff come down to Washington and discuss the situation with all parties in interest.

HAROLD G. MOULTON
Director, The Brookings Institution

[In his communication to the editor of The Survey, Dr. Moulton falls into two errors. He assumes, first, that we are not adequately informed in writing the article, and second, that we are merely expressing the views of a minority.

To his first misconception it is sufficient to reply that our article is based upon the reports of the different chairmen of the Brookings faculty to the Board of Trustees in 1926 and 1927, copies of which we have; two statements issued by Dr. Moulton himself, one in mimeographed form and the other an elaborate printed brochure; two statements issued by a committee of students giving their version of what occurred; and notes from the faculty commenting favorably upon the accuracy of our article in manuscript form.

Our knowledge of the historical facts is further fortified in that one of us was a charter member of the student body of the school and that together our experience as students covered four out of the five years of the school's life. Contrary to Dr. Moulton's assertion, we have discussed the situation with representatives of all parties in interest, one of whom was chairman of the faculty in 1927, and was on leave of absence, at the Institute of Economics, when the reorganization was announced. Moreover, in his 1927 report to the board, the chairman of the faculty emphasized the valuable part the school might play in the proposed institution.

To Dr. Moulton's second misconception we would ask if three out of the four permanent members of the school staff, plus practically the entire student and alumni body, plus an ample majority of the visiting lecturers and associate staff members, constitute a minority group of the Brookings School community? Obviously, they make up a preponderant majority of that community.—THE AUTHORS.]

A SECOND summer school at the University of Vienna, planned primarily for visiting educators and students, is announced by the Austro-American Institute of Education, Elisabethstrasse 9, Vienna. The summer school is divided into three parts: language courses for beginning, intermediate and advanced students; excursions under expert guidance to various places of interest; lecture courses, conducted in English, which aim to give "a general outline of European, particularly Austrian civilization." The school will be held July 16 to August 12, 1928. A diploma is given to those who pass the examinations at the end of the course.

AT THE RECENT Conference of College Personnel Workers at Antioch College, the subjects of special interest were the philosophy of the personnel point of view, and the college in relation to industry. Professor D. T. Howard, director of personnel at Northwestern University, in a paper on Development of Personality Traits in the College Student, argued that adequate preparation for life means the development of the whole man, and not the training of the intellect alone. Education in terms of the socially functioning individual involves such factors as the ability to communicate ideas, a cooperative attitude in thought and action, social orientation and mental initiative. Dr. C. R. Mann of the American Council on Edu-

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cation, emphasized the need for conceiving adjustment problems in concrete terms, and the necessity, in attempts to analyze human capacities, of getting away from such abstractions as initiative, cooperativeness and the like and basing our studies on actually observed behavior. Morris E. Leeds, of Leeds and Northrup, Philadelphia, pointed out that for men in industry the important traits are "mental stamina," "the ability to stay with problems and perplexities," "the ability to carry on in the face of difficulties." President Arthur E. Morgan stated that personnel work is an integral part of the Antioch plan, rather than an accessory. The need for general as opposed to specialized training in college was strongly emphasized throughout the conference.

GREEN MOUNTAIN CAMP, near Brattleboro, Vermont, was founded and endowed in 1917, not to meet the need for out-of-doors vacations for city children but for group activity and freedom from drudgery for farm girls. It offers three sessions of two weeks each during July and August, at a cost to the girls of five dollars a week. This year, due to "hard times" following the New England floods, the executive committee of the camp is appealing for scholarship funds because so many families cannot afford even this nominal charge. The girls take turns at helping with cooking, waitress and campfire duties. The camp program includes hikes, nature walks, first aid, dramatics, folk dancing, classes in handicrafts, games, swimming, music and dietetics. "Health, character, friendships and an attitude of mutual helpfulness are stressed and an especial effort is made to teach the girls games, songs, stories and stunts that they can use in their own communities when they go home."

THE PROGRAM of the third annual meeting of the American Adult Education Association, to be held at Swarthmore, Pennsylvania, this month, promises to box the compass of the activities and the special problems of the adult education movement in this country. Four general sessions for members of the association and their friends, three public sessions, two business sessions, and meetings of the executive board and the council are scheduled. The themes of the seven program sessions are: adult education and the arts in American life; tendencies in higher education as related to adult education; contributions of research and experimental projects to adult education; the participation of voluntary groups in adult education; the provision of adult education opportunities for small cities and rural areas; financial support for adult education; leader training for adult education. There will be numerous opportunities both for general and for group and round-table discussion.

REPEATING its experiment of last summer (see The Survey, Oct. 15, 1927, p. 224), Manumit School of Pawling, New York, will run a summer session from July 9 to August 25 which will provide a training course for teachers in "new" school methods as well as a school for children. According to a statement prepared by Nellie M. Seeds, director, the staff will be largely chosen from present and former Manumit instructors, who will serve not only as group leaders and assistants for three groups of fifteen to eighteen children each, but also as instructors in creative music, science, building and carpentry, clay work, weaving and farming. Student teachers will share in the activities and responsibilities of the community and the groups. In addition, they will meet daily with a staff instructor who will guide them in translating the practical daily program into terms of an educational philosophy. The summer school will offer no specific academic objectives for the children, as does the regular winter session, but considerable training in knowledges and skills will enter incidentally into the working out of the various projects. Special attention will be given to matters of health and hygiene, both for the children and the student teachers. So far as practicable, the summer group will be self-governing, meeting daily in morning assembly and deciding for itself all questions which do not involve the health or safety of the community.

Drawing by Heistand Miller

Ten Commandments to the School Teacher

1. Thou shalt have other interests besides thy schoolroom.
2. Thou shalt not try to make of thy children little images, for they are a live little bunch, visiting the wriggling of their captivity upon you, their teacher, unto the last weary moment of the day; and showing interest and cooperation unto those who can give them reasonable freedom in working.
3. Thou shalt not scream the names of thy children in irritation, for they will not hold thee in respect if thou screamest their names in vain.
4. Remember the last day of the week, to keep it happy.
5. Humor the feelings of thy children that their goodwill may speak well for thee in the little domain over which thou rulest.
6. Thou shalt not kill one breath of stirring endeavor in the heart of a little child.
7. Thou shalt not suffer any unkindness of speech or action to enter the door of thy room.
8. Thou shalt not steal for the drudgery of many "papers" the precious hours that should be given to recreation, that thy strength and happiness may appear unto all that come within thy presence.
9. Thou shalt not bear witness to too many "schemes of work," for much scattered effort is a weariness to the soul and a stumbling block to weary fingers.
10. Thou shalt laugh—when it rains, and wee, wooly ones muddy the floor, when it blows and doors bang, when little angels conceal their wings and wriggle, when Tommy spills ink and Mary flops a tray of trailing letters; when visitors appear at the precise moment when all small heads have forgotten everything you thought they knew.

And again I say unto you, laugh; for upon all these commandments hang all the law and the profits in thy schoolroom.

From The Health of the Teacher—a bulletin of the U. S. Bureau of Education

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A New Peace Treaty

Mitten Management and the Union Will Try Cooperation

By WILLIAM JETT LAUCK

NO development in the field of industrial relations since the War has aroused more intense interest and speculation than the recent announcement that Mitten Management and the Amalgamated Association of Street and Electric Railway Employes had wiped out old differences, and had unreservedly joined together for attainment of the fruits of industrial cooperation and democracy in the future. This news was all the more remarkable and unexpected, because, as is well known, the extensive transit facilities of Philadelphia have been operated by Mitten Management without the union since 1911, and on the Buffalo properties of the same management, the Amalgamated had inaugurated a strike in 1922, which had never been formally settled, and the results of which had until recently kept the two parties at swords' points. Now that peace has been declared, the hatchet buried, and cooperation is to prevail, the question is raised on all sides as to the character of this new *modus vivendi* and its present and ultimate significance.

Stated in a summary form, the provisions of the agreement are as follows:

The details of working agreements for each locality, namely, specific standards of work and compensation, are to be left to local negotiations, but always subject to the guiding force of the general principles set forth in the agreement.

As to wages, it was stated that the guiding principle should be "in addition to wages sufficient for the necessities of life, comfort and savings, an opportunity to participate in increased earnings made possible by their increased effort and productive efficiencies."

Complete union recognition by the company when two-thirds of the employes of any department or of all departments decide by secret ballot that they wish to be represented by the Amalgamated.

The company to check-off from the payroll union dues or other items authorized by the union from time to time.

Collective bargaining to be upon the basis of branch, departmental, and general committees, with final recourse to arbitration obligatory upon both parties.

Funeral, disability, old age, and other benefits to be undertaken by the union, towards the cost of which the operating company agrees to pay the union one dollar per month per employe.

The Amalgamated agreed to deliver the same economic accomplishment and cooperation as has been attained by Mitten Management through employes in Philadelphia and Buffalo. When sufficient experience has been gained to demonstrate this, the Amalgamated may then bring up the matter of union agreement to cover these two properties.

The Amalgamated is to be granted the same cooperative benefits as now prevail in Philadelphia and Buffalo under Mitten Plan, including a 50 per cent participation in management fees from properties, joint ownership and control of banks, etc.

Stated in a summary form, it may be said that the agreement provides for the same standards and conditions as now prevail on properties operated by Mitten Management, and when the union has shown in practice the same degree of economic accomplishment as now exists on the non-union operated properties, the union may take up with management the matter of organizing these properties.

The agreement is to be applicable to all properties taken over by Mitten Management in the future. What this signifies has not been officially announced. It has been reported, however, that the activities of Mitten Management are to be extended to quite a number of new localities. In this connection, the Amalgamated has stated in one of its publications that the new order of things will be first inaugurated in Wilmington, Delaware. The press has also persistently reported for the past few months that an understanding exists under which in due time Mitten Management will take over and operate a unified transit system in New York City. These statements have not been confirmed but it is apparent that a wide extension of Mitten Management operations is contemplated.

TO understand why union recognition in Philadelphia and Buffalo is left to the future, it is necessary to review briefly the conditions which have prevailed in these cities. In this connection, it should also be borne in mind that Mitten Management is an operating and not a proprietary corporation.

There has never been any conflict between the union and Mitten Management in Philadelphia. In 1911, when T. E. Mitten took charge of the Philadelphia Rapid Transit Company, it was completely unionized. He came to Philadelphia from Chicago where he had successfully operated with the Amalgamated. On taking charge at Philadelphia, because of the very low rates of pay to conductors and motormen, a simple cooperative plan was devised under which the employes were assured an agreed proportion of gross receipts. It was thus planned to have their earnings increase with the growth in efficiency and volume of business of the company. This initial plan of cooperation was accepted by W. D. Mahon, at that time also president of the Amalgamated, as part of the working agreement.

Unfortunately, however, in 1911 the local Philadelphia

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division of the Amalgamated was divided into two conflicting factions, and there was also a small independent organization known as the Keystone. This warring situation made it necessary for the union to secure control if real cooperation was to prevail. It was therefore mutually agreed by the Amalgamated and Mitten Management that the claim of the former to recognition should rest upon a ratification of the plan by a two-thirds vote of the employes.

When the election occurred, the local faction of the Amalgamated, which was led by a disloyal and overambitious official, voted to a considerable extent against the national officers, and, as a consequence, the Amalgamated failed by a small margin to cast the agreed two-thirds vote. After this disaster, it was necessary to operate the properties on a non-union basis. For several years thereafter, however, a vote was taken each year to ascertain whether the union could qualify for recognition, but owing to the chaotic condition among the local membership it never succeeded in casting a two-thirds vote. From that time forward, Mitten Management constantly declared that it was not opposed to the union, and that it would not oppose organization or discriminate against union members. As time went on, however, as might be expected under the conditions described above, interest in the union among employes declined, and finally the Amalgamated as an active factor disappeared.

After the new agreement was recently made with the Amalgamated, the employes of the Philadelphia Rapid Transit Company passed resolutions of endorsement. When a sufficient period has elapsed for the Amalgamated to demonstrate the same degree of cooperative spirit and accomplishment which has characterized non-union operation, undoubtedly the Philadelphia Rapid Transit Company, by the voluntary action of both employes and management, will be completely unionized.

The story of Buffalo has been different. When Mitten Management took over these properties in 1920, a working agreement was made with the Amalgamated. It was restricted, however, to standards of work and compensation, and did not include the Mitten cooperative plan. The fundamental spirit of cooperation being absent, it was almost inevitable that trouble would ensue. This actually occurred in 1922, and finally resulted in a bitter and prolonged strike, which was very costly to the Buffalo company and disastrous to the local division of the Amalgamated. During the negotiations of the recent agreement, the stockholders of the Buffalo property, who had suffered heavily in the strike, desired some concrete demonstration of union cooperation as a condition to consenting again to an agreement with the union. When the Amalgamated has demonstrated its ability to deliver this, as it will do, the Buffalo properties will undoubtedly be completely unionized. Success under the new agreement is ultimately assured, as neither party has imposed any limitations upon a complete spirit of cooperation.

The Mitten-Mahon agreement, therefore, while now seemingly local in its application, is fraught with deep significance for the future. In reality, it may signalize an epoch-marking change in American industrial relations. It means that organized labor has accepted the most comprehensive plan of industrial efficiency, cooperation, and democracy which has thus far been developed. The pledge has also been given to strive for the maximum of economic and democratic accomplishment under its principles.

If this experiment is successful, the Mitten plan will undoubtedly become the constructive program of the entire organized labor movement. To realize what this implies may be gathered from a declaration of T. E. Mitten before the Congress of American Industry which met at the Sesquicentennial Auditorium in Philadelphia in September, 1926. He stated on that occasion that if the principles of the plan were adopted on the railroads of the country, the employes within ten years would acquire a controlling interest in railroad stocks, and at the same time, proper returns would be assured to invested capital while charges to the public would be reduced. A similar situation, he added, could also be brought about in the anthracite coal-mining industry within ten years, and in the bituminous branch of the industry within fifteen years.

"The Saints From the Sinners"

By ELEANORE VON ELTZ

THE Consumers' League findings in the candy industry have aroused, according to the confectioners' weekly organ, "a hornet's nest, the stings of which the industry will feel for some time to come" (see The Survey, April 15, page 115). In consequence the manufacturers are no less eager than the public to have a white list published. One week after the report appeared thirty-three candy men, in a special session to consider the charges, appointed a committee to confer with the league. A week later the conference was held, a white list agreed to and its terms drawn up. Followed another conclave of the manufacturers, endorsement of their committee's action, and a resolution to support the league and the Health Department in their efforts to better conditions in the trade.

Meanwhile further progress had been made with five forced closings of small firms by the New York City Department of Health, two voluntary shut-downs to clean up their plants, requests from clubs to send league speakers, and clamorings from sweet-toothed citizens to know which brands were "safe":

"I see by the newspapers that you have made an investigation of the cleanliness of candy factories in New York City. Will you kindly send me a list of those you found satisfactory as to cleanliness, so that my friends and I may know at what places to buy our sweetmeats?"

Here is another anxious inquiry: "I have just read your booklet on the candy industry and am sure that from now on, unless I can find out which are the pure candies made under sanitary conditions, I can't buy any more candy. Won't you let me know who some of the candy manufacturers are that are making good candy under proper conditions?"

Replies have come in rapidly to a letter sent by the league to two hundred and fifty manufacturers in Greater New York, announcing the standards and asking for a conference if the firm wished to be considered for the white list.

The organ quoted above describes it as a "White List to separate the Saints from the Sinners." Since six out of nine qualifications have a sanitary slant, it bases its extravagant rating no doubt on the time-honored belief in the proximity of cleanliness and godliness. Only in the matter of a beginning wage of $14 and certain standards of personal cleanliness, does the league do more than ask enforcement of the state health and labor laws.

Here are the standards, so readers may judge for them-

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selves whether those manufacturers who comply deserve a halo or merely a sanitary label:

GENERAL

Compliance with the provisions of the State Labor Law in regard to hours of work and overtime.

A beginning wage of $14 a week.

Provision of seats for all workers in all operations except spread packing and others in which the provision of a seat is not feasible. Provision of sufficient seats in such operations to permit workers to sit at intervals. Permission to use such seats.

HYGIENIC STANDARDS

Compliance with the sanitary code requiring a "food handler's" card or medical examination for all workers on entry.

Medical examination of workers through Board of Health or private or company physician once a year.

SANITARY STANDARDS

A clean, well-lighted factory with clean and sufficient toilets and washrooms, the latter complying with all provisions of the State Labor Law and Sanitary Codes, to be located in convenient proximity to the workroom.

Paper or individual towels, soap and hot water at all times.

Enforcement of high standard of personal cleanliness among workers—frequent washing of hands; suppression of finger-licking when "sliding cups"; use of aprons over all outer clothing.

Maintenance of temperature of at least 64 degrees F. in all departments except where technical study has shown the necessity for lower temperature.

In the matter of a $14 wage alone, there was a difference between the league and the manufacturers. The latter were reluctant to agree to it as a hard and fast standard, although their committee recommended that "they do everything in their power to bring it about."

A downward revision seemed unwise, however, since replies to the league's letter indicated that many firms either already met this standard or would conform to it. One manufacturer wrote: "We think we have more than fulfilled the qualifications you mention. Our beginning wage is more than $14 a week." Another: "We want to assure you that the . . . Company has ever lived up to all its [the white list] provisions with the exception of paragraph 2. Heretofore we have started beginners at $12 per week but after giving this matter due consideration . . . we have decided to accept $14 as the minimum wage, which will go into effect Monday."

THE New Industrial South is pictured in a group of articles in the current issue of The American Labor Legislation Review, including a summary of The Industrial Revolution in the South, and studies of backgrounds, women workers, and conditions in the textile industry. The articles are all by writers who know "the new South" at first hand. Editorial comment points out that "to historians and economists as well as to social workers, employers and wage-earners, the live industrial revolution now under way in states like North Carolina should be subject for immediate earnest study. Researches through the musty records of past industrial changes in foreign lands may well pause while alert Americans turn attention to what is now going on in our own South."

THE POST OFFICE IN CINCINNATI is the title of the seventh of a series of occupational studies published by the Vocation Bureau of the Cincinnati Public Schools. The two-fold purpose of the studies is "To acquaint boys and girls with various occupations, so that they may more wisely choose and plan for their future part in the world's work," and "To help boys and girls to understand their relationship to workers in various occupations. . . ." The present study gives special emphasis to the work of the mail carrier and the mail clerk "who are the post-office employes with whom the public comes in most direct contact." The study is simply written, on the basis of interviews with the postmaster and his assistant, station supervisors, clerks and carriers and representatives of the National Federation of Post Office Clerks and the National Association of Letter Carriers.

A STUDY of fourteen- and fifteen-year-old Children in Industry has just been published by the Bureau of Women and Children of the Pennsylvania Department of Labor and Industry, of which Charlotte E. Carr is director. "Every child in the commonwealth attending continuation school the last week in September or the first week in October, 1926, is included in this survey." The employed children not covered by the study were largely agricultural workers. At the date of the study, there were 25,000 working children enrolled in Pennsylvania continuation schools. Practically all these children, the study shows, were native born, and more than one-half had fathers born in this country. Fifty-six per cent of the group of child workers were girls. One-fourth of the children had not gone beyond the sixth grade but more than one-third had completed the eighth grade. The textile industry employed nearly one-third of these children; mercantile and clothing manufacturing establishments were next in importance. Every fourth child was found to be working on a machine. Illegal occupations were reported by 1 per cent of the children. The daily hours, as reported by 86 per cent of the children whose occupations come under the Child Labor Law, were within the legal maximum of 9 hours a day. Not quite one-fourth of the children reported an eight hour day or less. The median weekly earnings were $8.56. About 2 per cent of the continuation school children were unemployed. "Haven't found work" and "Illness in the family" were the reasons most frequently given for unemployment.

BRIEF and human interpretations of unemployment statistics are contained in the files of the Women's Bureau of the New York State Labor Department (Nelle Schwartz, Director) recording the unusual number of applications for industrial home-work permits and the investigators' reports on families recently taking home work. (See The Survey, March 1, 1928.) In the two following cases, selected at random, only the names differ from official records: Victor Angelli used to work in a shoe factory. "Then they getta da beeg machine. They no needa da men." Victor was "laid off" in September. He went to work for a neighborhood cobbler at $25 a week, a wage cut of twenty per cent. Presently the cobbler cut down his force to one man and a boy. Victor was out of work again. He cannot find a job—any kind of a job. Rosa is taking in home work. She makes bunches of shaded ribbon leaves and earns $6.50 a week. Rosa and Victor have eight children, four in school, four under school age. "We never ask for help," Rosa (American born) says, "but now—I don't know how we eat—how we live—." John Miller was "platform man for a milk company." He earned $32 a week. "We got along fine." The Millers have four children. John's mother, who is blind, also lives with them. Then John, with a number of his fellow employes, lost his job. "Laid off without a day's notice. And I can't even get a dishwashing job." John is young, strong, American, eager to work. His wife got home work to do "running ribbon." She earns $8 a week, the family's sole income at present. "Sure I had savings," John says, "how do you think we eat and pay the rent? But that's going fast, and when it's gone—."

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HEALTH

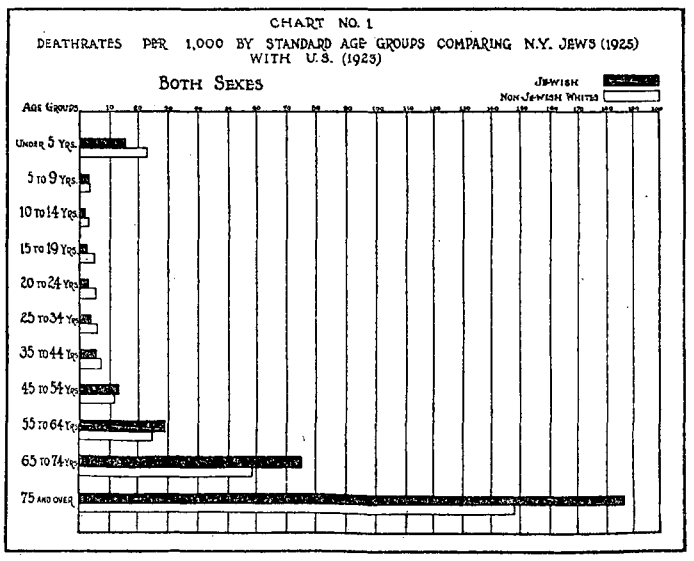
Life and Death Among New York Jews

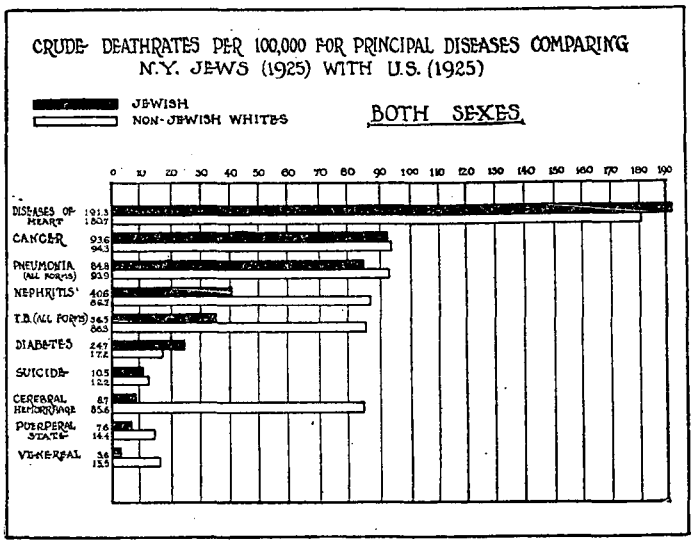
By LEE K. FRANKEL, Ph.D.

THE wide reception given to the Jewish Communal Survey's Studies in the New York Jewish Population recently made for a citizens' committee by the Bureau of Jewish Social Research, proves that demography, no matter how local, has always more than a parochial interest. We are all curious about the numbers of peoples, their births and deaths. The curiosity of Jews in these matters has been particularly hard to satisfy since Jews, as such, are not recorded in the federal or state enumerations, nor in birth and death certificates.

There are in present use two methods for estimating the Jewish population of a community, one being known as the "Yom Kippur school absence" method and the other the "death-rate" method. On the basis of the first, the Jewish Communal Survey was able to present some very interesting conclusions about the movements of the Jewish population within Greater New York over the period 1916-25.

The most significant portion of this study pointed out that New York Jewry had become decentralized, having abandoned, in part, old congested areas (lower East Side, Harlem, Williamsburg) for newly developed middle-class sections in Brooklyn and the Bronx. (See The Survey, April 15, 1928, page 93.) Does this mass movement arise from an increase in material well-being on the part of New York Jews, that warrants removals into better neighborhoods? Or is it part of the general tendency evincing itself in New York, of abandonment of congested areas as children grow up and begin to force upon their parents the acceptance of American (i.e. middle-class) standards of living? For not only Jews but Italians and Eastern Europeans generally have been moving out of the lower East Side, Yorkville, Harlem, Williamsburg and South Brooklyn sections. The Jewish Communal Survey's study has put these more or less nebulous impressions into concrete statistical form for the first time. And while its preoccupation has been with but a single group of the city's population, its findings may be accepted as a review, in little, of the city's curious population movements in the short space of ten years.





The Survey's study of New York City's death certificates for 1925 (the second method) threw light on a branch of Jewish vital statistics never revealed before, i.e. age distribution of the Jewish population, Jewish birth-rate, death-rate and causes of death among Jews. As a result of an intensive statistical study of a sample of 152,327 Jews, it was possible to calculate the distribution of New York Jews by age and sex. A comparison between the Jewish population of New York City, for 1925, and the estimated population of United States whites, in 1923 in the registration states of 1920, shows that the Jewish population is younger and that it does not appear to be increasing as rapidly in the younger age groups. Among the Jews, those between 10 and 44 years comprise 66.35 per cent of the total as compared to the figure of 56.34 per cent for the general population; while the group under 10 years constitutes 16.8 per cent of the total Jewish population as against 20.95 per cent of the general population.

The youth of the Jewish population is to be accounted for by its immigrant origins. New York City has been a Mecca for Jewish young men and women from Canadian and the smaller eastern cities and this tendency may help to make up for the decline in the transatlantic movement. But may the low percentage of those "under 10 years" be explained by this factor? Is it not likely that the smaller ratio may be due to natural causes, i.e. a smaller Jewish birth-rate? The Survey's study of Jewish births in the

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borough of Brooklyn for 1925 found a Jewish birth-rate for the borough of 18 per 1,000, as against a borough rate of 22.95 per 1,000. In this, New York City's Jews appear to have learned another American, or middle-class lesson.

The Jewish death-rate is low—7.91 per 1,000 of population as compared with New York City's rate of 11.7 per 1,000. Of course, this is to be explained partly on the basis of the youth of New York's Jews. An examination of death-rates by age groups indicates another state of affairs. (See Chart I.) While Jewish death-rates are lower than those for the United States population for each age group up to 45 years, they begin to mount after 45 years. In short, as the Jewish population will grow older (a lower birth-rate and decrease of transatlantic replacements contributing to this), there is every ground for believing that the Jewish death-rate will approximate that of the general population.

Jewish crude death-rates are already higher for diseases of the heart and diabetes, only slightly lower for cancer, pneumonia and suicide, though notably lower for tuberculosis, nephritis, cerebral hemorrhage and venereal diseases. It is apparent how significant are age distributions in this situation. Though a younger population, the Jews present a death history that is not too encouraging, particularly as regards diseases of the heart, diabetes and cancer. What will this history be as the population grows older, since in the age groups over 45 there is a rapid rise of Jewish death-rates for these diseases?

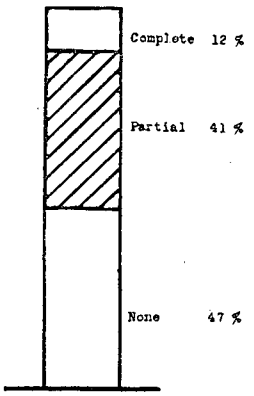
Comparing New York Jews with non-Jews, in every age group but one (20-24 years) diseases of the heart rank first, proportionately, as a cause of death among Jews; in every age group but three (15-19, 20-24, 25-34 years) cancer ranks second as a Jewish cause of death. On the other hand, among the non-Jewish whites, tuberculosis ranks first in four groups and diseases of the heart in four. Cancer ranks second in only three age groups among the non-Jewish whites. The following tabulation gives the major causes of death in order of importance for each age group over 15 years:

Age	New York Jews	New York Non-Jewish Whites
15-19 years	Heart Tuberculosis Pneumonia	Tuberculosis Heart Pneumonia
20-24 years	Tuberculosis Heart Pneumonia	Tuberculosis Heart Pneumonia
25-34 years	Heart Tuberculosis Pneumonia	Tuberculosis Heart Pneumonia
35-44 years	Heart Cancer Tuberculosis	Tuberculosis Heart Pneumonia
45-54 years	Heart Cancer Pneumonia	Heart Cancer Pneumonia
55-64 years	Heart Cancer Pneumonia	Heart Cancer Pneumonia
65-74 years	Heart Cancer Nephritis	Heart Cancer Pneumonia
75 years and over	Heart Cancer Pneumonia	Heart Nephritis Pneumonia

The significance of this state of affairs needs no stressing for the physician and student of public health. A program of health education must take cognizance of the greater rôles being played today by diseases of the heart, cancer, diabetes and nephritis, proportionately, among the causes of mortality. This study of the New York Jewish population shows that these diseases are not merely reaching the aged; they are striking down men and women in their prime.

Nurses and Their Money

Some of the evidence disclosed in the past two years' research of the Committee on the Grading of Nursing Schools, under the direction of May Ayres Burgess. The report of this committee will form one of the chief subjects of discussion at the biennial convention of the three national nursing organizations, the American Nurses' Association, the National Organization for Public Health Nursing, and the National League for Nursing Education, to be held at Louisville, Kentucky, June 4-9.

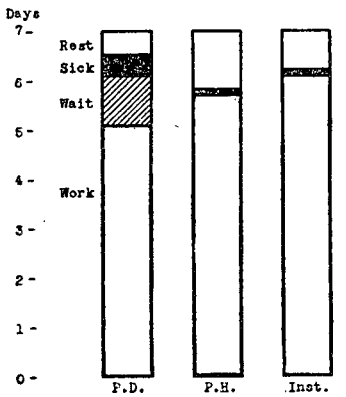


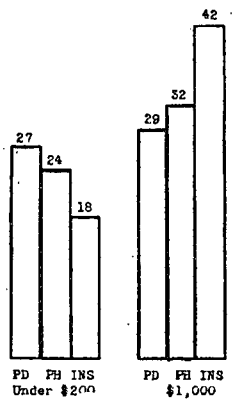
Support Some One Else?

Out of every 100 private duty nurses, 47 have no one dependent upon them; while 53 contribute to the financial support of some one else. 12 of the 53 have one or more people completely dependent upon them for support

The Typical March Week

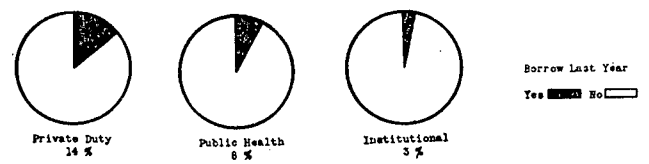
Private duty nurses worked less, worried more, were sick more, and rested less than the nurses in the other two groups. Figures for last week in March, 1927



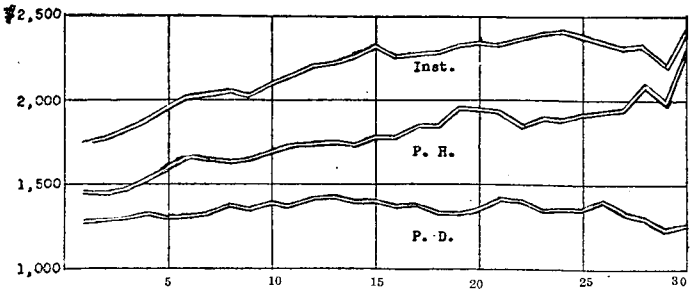


Money Saved

It is easier for public health and institutional nurses to save than for private duty nurses



"Did you have to borrow any money last year to live on?" 14% of the private duty nurses answered "Yes"; 8% of the public health nurses; and 3% of the institutional nurses



Average salaries received by private duty, public health, and institutional nurses who have been out from training school each number of years. Institutional salaries include a flat allowance of $500 a year for maintenance. Averages for whole group: Private duty $1,311, public health $1,720, institutional $2,079

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A World Survey of Venereal Disease

By FREDERICK L. HOFFMAN

WORKERS in social hygiene and preventive medicine have for long been urgently in want of a comprehensive world survey of the incidence of venereal diseases in different populations and at different periods of time. The collection of such statistics, however, is a most arduous undertaking, and their correct interpretation in the light of obvious defects and deficiencies is a most exacting task, for which few are qualified. The first ambitious effort in this direction is the recently issued volume on Statistics of Sexual Diseases, which makes the twenty-second instalment of a monumental handbook on Skin and Sexual Diseases published by Julius Springer under the editorial direction of Von J. Jadassohn. The author of the present volume, Statistics of Sexual Diseases, is Dr. Hans Haustein, a well-known and highly regarded German authority on the subject. The result of his labors, in a volume of more than one thousand pages, contains an immense wealth of statistical information amplified by diagrams and charts covering practically the entire world. Unfortunately the book is difficult to read on the part of those who have not a thorough knowledge of German, although this is less difficult with regard to the tables, which are fairly well standardized and more easily interpreted. The enormous evidence is not summarized, nor is there index or table of contents, but to those who have the patience, the volume provides a mine of extremely useful information.

The discussion is introduced with an extended observation on the general accuracy of venereal disease statistics and the importance which should be attached to stillbirths and abortions. The section of mortality statistics discusses death certification and the inherent difficulties of accuracy and completeness. The German system in this respect is probably more satisfactory than our own. The point is emphasized that "Syphilis is one of the most important causative factors in stillbirths and interrupted pregnancies." It would be utterly impossible to review the statistical evidence in support of this contention, which, however, is indisputable. Most of the statistical tables cover a period of from five to twenty years and, as a rule, are fairly well down to date or at least as far as 1925. The wide variation in the incidence of infants dying of syphilis in the different cities of Germany is pointed out, and the large incidence of syphilitic children among illegitimates. In Berlin, for example, for 1926 the proportion of infants dying from syphilis per 1,000 live births was 3.5 for legitimates and 11.7 for illegitimates. The figures for England and Wales show a decline in the proportion of children dying from syphilis per 1,000 births from 1.24 in 1900 to 0.82 in 1925. For Ireland, the figure was 0.19 for 1924, and for Scotland for 1925 it was 0.61. But for northern Ireland for 1925 the proportion was 0.6.

The question as to whether syphilis is increasing in different parts of the world is stated in a very confusing form, but the general indications would seem to point towards a decline. Dr. Haustein on some occasions makes use of insurance experience, particularly in Finland, which is quite illuminating. Thus he points out the average duration of life in persons known to be syphilitic who have attained to an average age of 46.7 years was on the average 12.9 years subsequent to the affection. He includes some exceedingly interesting data for the Gothaer Insurance Company covering the long period 1852-1895, clearly emphasizing the higher mortality of syphilitics, chiefly from aneurysm, locomotor ataxia, and so on. There is included a calculation for Paris, according to which out of 17,395 deaths from all causes, 7,814 were traceable to syphilis. On the basis of Paris statistics for 1910, he arrives at the conclusion that while only 111 cases of deaths from syphilis were officially certified, the actual number of deaths traceable to syphilis was 3,414 or 7 per cent. All of this, of course, is largely based on scientific conjecture. Examining statistics for the United States, he arrives at the conclusion that syphilis instead of holding tenth place among deaths from infectious diseases should be given the first place, and he accepts the statistics of the American Social Hygiene Association, according to which deaths from locomotor ataxia, progressive paralysis of the insane, congenital deficiencies, scleroma, and ectopia should all be attributed to syphilis, while in cases of organic diseases of the heart and angina pectoris, he would attribute 50 per cent, and in the case of the disease of the arteries, aneurysm, cerebral hemorrhage, apoplexy, and brain weakness 40 per cent to syphilis. This, of course, is all partly a matter of conjecture and must be accepted with reserve.

The third section of the work is concerned with morbidity statistics previous to 1900, followed by an extended section on venereal diseases in Germany since 1900. A special effort was made in 1913 in Germany to collect statistics for thirty-seven large cities with a total population of about thirteen million. Out of this population, 73,200 or 5.5 per 1,000 of population, received medical attention on account of sexual diseases. The frequency rate for all forms of venereal diseases varied from 8.7 for Leipsig to 1.8 for Elberfeld. For 45,736 patients, additional information was obtained regarding conjugal relations, sex, and method of treatment. The proportion of single persons was 67.7 per cent and of married persons 32.3 per cent. Of the men, 69.6 per cent were single, and of the women 62.5 per cent. Of the 73,218 patients, 54 per cent suffered from gonorrhea, 45 per cent from syphilis. These proportions do not vary materially for the different methods of treatment as to whether in private practice or in public institutions. Special information is given for 31,576 cases of syphilis, of which 8,923 were primary syphilis, 21,099 cases were recurrent and 1,554 congenital. Similar information is given for a number of European cities, which for its correct interpretation would require extended and detailed study. There appears to have been no serious difficulty in obtaining reasonably accurate and complete information.

IN 1919 an extended study was made of venereal diseases in the whole of Germany based upon a questionnaire sent to practicing physicians throughout the country. There were 44,035 cases of acute gonorrhea; 19,677 cases of chronic gonorrhea; 63,712 cases of gonorrhea not otherwise classified; 6,159 cases of soft chancre; 2,209 cases of congenital syphilis; 26,118 cases of primary syphilis 32,648 cases of

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recurrent syphilis; and 5,482 cases of complicated sexual diseases due to different affections. Of the 32,648 cases of chronic syphilis, 2,839 were cases of locomotor ataxia, 2,287 of general paralysis, and 608 cases of aortic aneurysm. In the aggregate, therefore, the German inquiry of 1919 revealed 136,222 cases of venereal diseases equivalent to a rate of 2.2 per 1,000 of population, or respectively 3.1 per 1,000 for males and 1.5 per 1,000 females. The questionnaire covered 53.5 per cent of all practicing physicians and 64.8 per cent of all the public institutions, a limitation which must not be overlooked.

The volume includes morbidity statistics for a large number of European countries, with particular reference to Scandinavia and Russia. Conditions in the United States are dealt with on the basis of state statistics following the law of June 9, 1918, which made such diseases reportable and provided for tabulation of the records by the United States Public Health Service. A local survey for Detroit is also included. Canadian provinces, Newfoundland and Australia receive brief attention. Of exceptional value are the results of the Swiss survey which are considered in detail.

Other chapters consider statistics in the armies and navies of different countries including American data from 1864-1922 and data for the Philippines for 1908-1925, and discuss briefly the venereal diseases experienced in the administration of compulsory sickness funds with particular observations on general paralysis of the insane.

The influence of seasons on the frequency of venereal diseases is considered chiefly with reference to Scandinavian data, as are some observations on the relative frequency of venereal diseases in urban and rural districts. Finally there are observations on the relation of social diseases to excess of women in particular populations, indicative of a phase of the subject which is often ignored. The work concludes with observations on the age and sex incidence of venereal affections and the distribution of such diseases according to marital conditions. As might be expected, the large majority of affections concerned the unmarried.

This work is of outstanding importance to all who are concerned with the problem of social diseases and their successful suppression by methods which have the sanction of medical science and the state. Dr. Haustein is to be congratulated on his vast industry in making so large an amount of information accessible, but it is to be hoped that if any future work of this sort is published, it will be better arranged for more convenient consultation.

Hope for Moderate Incomes

By MARGARET W. HOLSINGER

OUT of all the recent discussion of the inadequacy of hospital facilities for people of moderate means, it becomes increasingly clear that we cannot hope to meet the problem by expecting that hospital costs will go down. Rather, they may be expected to go up, as new and expensive equipment is added to diagnostic and treatment methods, and as more and more people learn the wisdom of hospital treatment, thus necessitating larger buildings with subsequently greater upkeep and overhead costs. Colleges and universities, faced with a like problem, are meeting it by raising endowments to defray the deficit between actual cost and what the average student may be expected to pay, and on a somewhat similar principle, the Good Hope Hospital Association of Los Angeles has been endowed and incorporated as a philanthropic institution under the California law to furnish hospital care to people in moderate circumstances.

The association, which is non-sectarian, is governed by a board of directors of seven members. It has a contract with the Hospital of the Good Samaritan in Los Angeles for the use of one hundred of their beds. The Hospital of the Good Samaritan is a three hundred and eighty bed general hospital maintained as a non-profitable enterprise by the Episcopal Church. It has recently built and equipped a fine new building, and has allotted to the Good Hope Hospital fifty two-bed rooms in this building. These rooms are rented on a strictly cost basis to the Good Hope Hospital Association, which in turn charges its patients a flat daily rate, adjusted to what they can pay. The difference between the amount paid by its patients and the actual cost is defrayed from the interest on its endowment fund.

Considerable confusion might have been expected from an arrangement of this kind, but because of the splendid cooperation of the Hospital of the Good Samaritan, none has resulted. The two organizations, though existing under the same roof, have different and distinct governing bodies, somewhat different staffs, and serve different classes of patients. The Good Samaritan has a closed medical staff, with rigid requirements for admission. The Good Hope staff is composed of the senior members of this staff. These men give their services free to patients recommended by the Good Hope social worker as eligible to Good Hope care. The social worker interviews all applicants, determines their eligibility, and sets the rate to be paid. The charges vary from $1—in rare instances—to $3 and occasionally, $5 per day. This charge covers everything—drugs, dressings, anaesthetics, use of operating room, even such unusual items as special nurses and blood transfusions.

The rules governing eligibility are simple. First, a patient must be a resident of Los Angeles County. This is particularly important in a community such as Los Angeles where there is an enormous transient population. Second, the patient must be in moderate circumstances. The Good Hope Hospital Association maintains no free beds, and applicants unable to meet the charges are referred to the County Hospital. On the other hand, out of fairness to the medical profession, patients with an income of more than $3,000 per year are also ineligible, as they are usually able to pay full rates. The financial limits of eligibility vary from yearly incomes of approximately eleven hundred for single patients, to three thousand dollars for an average-sized family. Third, the medical problems must be of a type which the Good Hope Hospital is equipped to meet. Only acute, non-contagious conditions in adults are treated.

The Good Hope Hospital Association has been functioning for only a year, but the following statistics may give some indication of its activities. From April 19, 1927, to January 1, 1928, 348 patients were cared for, with a total number of 6,436 hospital days. A daily average of thirty beds has been maintained. There have been 25 obstetrical, 199 surgical, and 124 medical patients treated, with an

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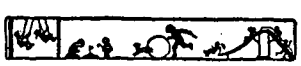
average hospital stay of 18 days. The average rate paid is $1.93 per day. The exact relation of this amount to the cost has not yet been determined, but present figures indicate it to be about one-fourth of the actual cost per day per patient. The death-rate has been fairly low, 12 out of 348. The sources of reference are particularly interesting, showing 156 referred by physicians, 70 by patients themselves, 39 by other patients, and 83 by miscellaneous sources.

From the social worker's standpoint, the problem presented by these patients has been unique. It is too soon to draw definite conclusions, but there seems to be a correlation between the short, acute medical case, and the brief service social case.

THE two following cases perhaps illustrate the policies and aims of the Good Hope Hospital Association better than any amount of exposition: H. B., a married man of fifty-seven, applied for examination. The diagnosis was benign prostatic hypertrophy, hospitalization recommended immediately. This patient was employed as bank clerk at a salary of $125 per month. Out of this amount, he supported his wife, paid monthly installments on his modest little home, and gave occasional help to his married son who was chronically out of employment. Mr. B. was admitted to the hospital May 3, operated May 17, and discharged June 3. He returned to work on July 23. The total cost of his operation, hospital stay, nursing care and so forth, was $90.

A. R., a single girl of twenty, came to the office complaining of dull pain in her right side. Examination suggested a chronic appendicitis, for which operation was advised. This girl was a junior in the physical education department of one of the Los Angeles universities, and was tremendously handicapped in her work by her physical condition. She was earning her way through the university, doing odd jobs as she found them. Her parents, an elderly and rather ineffectual couple, were unable to help her. This girl was admitted to the hospital December 19, operated December 20. This patient also made an uneventful recovery, and was discharged from the hospital on January 1. She paid a total of $26. She has returned to the University and writes, "I had never before realized what an association like the Good Hope could offer to a community. For example, my own case. You have made it possible for me to finish my college education without the drawback of ill health."



PREPARED by a committee representing hospitals, the county medical society, the family welfare society and the Duluth Community Fund, a published statement of standards for admission of hospital charity patients has been adopted by the Duluth, Minn., Council of Social Agencies for the guidance of workers. The fund pays hospital allowances on the basis of monthly lists submitted by the hospitals, giving the names of charity or part-pay patients, the length of their stay in the hospital, the services performed and the charges. Each hospital has a social-service department which makes the investigations. These standards require a social investigation including information as to income, size of family, current expenses, debts, financial ability and willingness of relatives and so on, verified by a home visit and interviews with employers, relatives and the like. All cases should be cleared through the social-service exchange, and reports obtained from agencies which have registered the client. If there is a family physician, he should be consulted. The ownership or partial ownership of a modest home should not of itself be taken as sufficient reason for refusing free care; nor should the ownership of an inexpensive automobile, if the patient will agree to sell the car for the best price he can get, or if it is essential in his occupation. "However, extremely careful consideration should be given all cases where the patient owns or is buying a car as to the question of whether free care is a justifiable burden to place upon the community." Chronic cases are considered properly a county charge, and care paid out of private contributions is limited to six weeks. Charity patients may have their family physician, provided the dispensary shall be in charge of the case, and the family physician may be called in consultation with no charge for his services. "Each case should be considered on its individual merits, and flexibility exercised in the application of the principles herein expressed," while it is suggested that there be an advisory committee to rule on cases involving doubt and dispute, composed of representatives of the Chamber of Commerce, the St. Louis County Medical Society, the County Poor Commission, the Community Fund Budget Committee, and the Taxpayers' League.

SCIENTISTS in Europe and America have joined in a concerted three-year campaign to solve some of the baffling problems of infantile paralysis, according to an announcement recently made by Dr. William H. Park of New York City, chairman of the International Committee. A gift of $250,000 by Jeremiah Milbank, of New York City, will support research in a number of institutions and laboratories, including Chicago, Columbia and New York Universities in this country, the University of Brussels, in Belgium, and the Lister Institute in London. "Whether or not the virus of poliomyelitis can be isolated and grown and utilized for an antiserum vaccine, is a question of doubt," said Dr. Park, in making the announcement, "but we are hopeful that something may be accomplished. At any rate such practical questions as the value of convalescent serum, the methods by which the disease spreads, and means for its prevention, can be partly or wholly solved, and some practical results be attained to prevent the disease which has killed or maimed thousands in the last decade." The death-rate in this country from poliomyelitis was higher in 1927 than during any year since the epidemic of 1916.

IN Mental Hygiene Leaflets, A Popular Series, the National Committee for Mental Hygiene publishes brief and simple answers by appropriate authorities to such questions of general interest as, Are we helping or hindering our children? Does your child confide in you? How to be popular; The place of mental hygiene in the schools; and "about insanity." Price 5 cents the single copy. A series of recent pamphlets at 15 cents each takes up in greater detail problems of mental hygiene in the family, in social work, the schools, high schools, colleges and courts. Particulars as to these or the other publications of the National Committee may be obtained from the offices at 370 Seventh Avenue, New York City.

"CAN be bought like eggs," proudly proclaim the Detroit District Nurses' Association and the Detroit Visiting Nurse Association in announcing their joint organization of a separate unit of hourly nursing service, from which, as at the chain store, the family of moderate means may purchase what it needs and at a price within its command. That price is $2 for the first hour, and fifty cents for each additional half hour or fraction thereof. A telephone call to the Nurse Headquarters in the Community Fund Building, with a special arrangement for nights, Sundays and holidays, brings it.

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Books in Our Alcove

To Rock or Not to Rock?

PSYCHOLOGICAL CARE OF INFANT AND CHILD, *by John B. Watson. W. W. Norton & Company. 195 pp. Price $2.00 postpaid of The Survey.*

ASIDE from his fundamental contributions previously published on the specific stimuli of fear, anger and love, Watson's book is in line with other contemporary writers, in stressing the importance of developing an independent childhood unburdened by parental over-solicitude and affection. No one, however, sets this position more clearly, forcefully or extremely. To quote, "Mothers just don't know, when they kiss their children and pick them up and rock them, caress them and jiggle them upon their knee, they are slowly building up a human totally unable to cope with the world they must later live in." There is no proof in the world that this statement is true. Nevertheless it will direct needed attention to the fact that mother love is the most powerful single influence in shaping the emotional life.

Watson has apparently paid no attention to the child, who, free from such "undermining" caresses, as in the case of children brought up by efficient but undemonstrative relatives, develops a feeling of great insecurity and anxiety in this life. The maternal love can be used constructively. Watson's important message is that this love, a powerful weapon, should not be employed as it too frequently is, in creating so strong a dependency on the mother as to interfere with normal social development.

In showing through his conditioned response experiments that the instinct life of the child is largely "built in" by the parent, Watson helps to remove the favorite parental alibi, heredity, in explaining unwanted behavior.

The details of the child's daily routine are elaborated with the objective always of the child who is a self-helping animal, who cares for its own bruises and whose play requires no maternal entertainer.

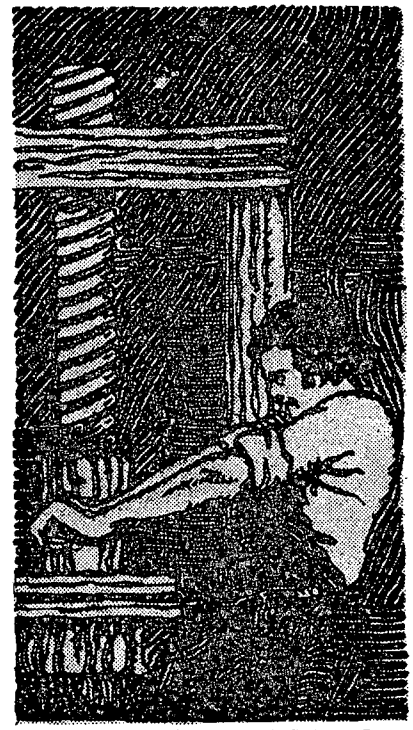
That the father's "don't" acts as a sudden noise in building up necessary "negative reactions" is an interesting inference though unproved.

The statement that thumb-sucking is derived through hunger or irritation, has never been demonstrated. Watson's arguments against the pacifier follow the old lines, yet here again it has never been shown that children who use a pacifier are more likely to have infections than others.

The relation of tight clothing and various "hampering" experiences in the production of temper tantrums is a distinct contribution, one of the many facts in child psychology still to be elaborated out of Watson's work on the specific stimuli to emotional behavior.

The "talk-it-out" club in which the child's grievances are freely expressed to the parent, is a valuable mental health device. Keeping the child "opened," aims to prevent the development of spite reactions, buried hostilities and ignorance. It is an incorporation of the Freudian "transfer" and "cathartic" method. Its danger in creating "fixation," Watson recognizes.

DAVID LEVY, M.D.
Institute for Child Guidance



Courtesy of Baker, Jones, Hausauer, Inc., New York

Welfare Ideals in Europe

PROBATION IN EUROPE. *by T. W. Trought, B.A., and J. P. Basil Blackwell, Oxford, England. 255 pp.*

T. W. TROUGHT, an English magistrate, and president of the National Association of Probation Officers in England, has given us in Probation in Europe the first synoptic view of European probation systems in thirty-one countries.

The book includes authoritative information drawn mainly from official sources with regard to the probation of offenders, children's courts, and the treatment of the adolescent. The compilation is based on replies to a questionnaire sent by Mr. Trought to officials and social workers in the various countries. These are supplemented by conclusions of the author, who has engaged in research in various continental countries, and who visited some of the probation departments in the United States in 1925. Mr. Trought's questionnaire was directed to obtaining information on fourteen points relating to probation laws, selectivity of probationers, mental and physical examination of offenders, the training and salaries of probation officers, and the number of full-time, paid probation officers in each country.

He points out that it is neither possible nor desirable to attempt to estimate the relative efficiency of the probation systems obtaining in the different countries, and he has not attempted to describe the methods and procedure in use in the various probation systems. His is an extensive rather than an intensive survey of the field.

Probation in Europe provides a perspective of probation, outside of America, its birthplace, such as has not been available previously in one volume.

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There are interesting sections in relation to the competency of various European courts to deal with offenders, the office of public defender, the work done by the Commissions, or *Conseils de Tutelle,* court clinics, some statistics on criminal responsibility showing the influence of heredity on delinquency, and notes on probation methods in England and Wales.

Mr. Trought concludes with the thought that there is cause for real optimism in the fact that welfare ideals are germinating everywhere and striving toward maturity, especially in the hopeful and fruitful field of juvenile care and protection.

Probation officers will find much of interest in this book. A brief bibliography is appended, listing books published in twenty European languages.

EDWIN J. COOLEY

A Master Charts America

THE UNITED STATES OF AMERICA; STUDIES IN PHYSICAL, REGIONAL, INDUSTRIAL AND HUMAN GEOGRAPHY, *by Albert Perry Brigham. Oxford University Press. 308 pp. Price $3.00 postpaid of The Survey.*

TO the rapidly growing bookshelf on the geography of our continent, Albert Perry Brigham offers a most timely and much needed addition. "The volume is not to be taken as a geography of the United States," says the preface. "It is a series of studies in important phases of American geography. It may be used by schools, reading circles, and by the general reader on either side of the Atlantic."

Basing his work on a series of lectures at the University of London in 1924, Brigham discusses the geography out of which the United States has arisen as a nation, and as we would expect from previous writing, depicts for the reader the present condition of our nation as a resultant of that geography.

That English university men might properly understand the United States through knowledge of the usual geographic topics, Brigham adds for their consideration racial composition, statehood complex and national unity as factors in our American development, and does it in a style that is both interesting and convincing.

We have needed a geography of our country that we could recommend for reading not only to "both sides of the Atlantic" but to both sides of the Pacific as well. Brigham has written this book with the hand of a master geographer and in the light of mature thinking geographically. He has gone beyond the scope of the ordinary text book in geography by inserting into his pages the philosophy of his subject. The book is placed in the later secondary or early university years. If the former, let us hail it as a trail blazer to a new and highly desirable kind of secondary-school geography. If serving the earlier university years, it will find a welcome from the instructor in history and economics as well as in geography, because of the wealth of information it affords for background.

Physically the book is well done. The forty black and white maps are pertinent to the text, and add graphical presentation to the statistical and text materials offered. The book is especially recommended to public libraries and to the required reading of teachers' reading circles.

ROBERT G. BUZZARD

GOOD BOOKS FOR THE TRIP

READING LISTS DISTRIBUTED AT THE AUTOMOBILE SHOW BY THE NEWARK PUBLIC LIBRARY

MOTORING AT HOME

MODERN GYPSIES, by M. C. Bedell. Brentano's. Price $2.50.

WESTWARD HOBOES, by W. H. Dixon. Scribner's. Price $2.50.

MOTOR CAMPING ON WESTERN TRAILS, by M. F. Ferguson. Century. Price $2.50.

WE DISCOVER NEW ENGLAND, by L. C. Hale. Dodd, Mead. Price $2.50.

WE DISCOVER THE OLD DOMINION, by L. C. Hale. Dodd, Mead. Price $2.50.

MOTOR CAMPING BOOK, by E. H. Jessup. Putnam's. Price $3.00.

FREE AIR, by Sinclair Lewis. Harcourt, Brace. Price $1.75.

ON SUNSET HIGHWAYS, A Book of Motor Rambles in California, by T. D. Murphy. Price $3.00.

BY MOTOR TO THE GOLDEN GATE, by E. P. Post. Appleton. Price $2.00.

WEST BROADWAY, by N. W. Putnam. Doran. Price $1.75.

THE FAMILY FLIVVERS TO FRISCO, by F. F. Van de Water. Appleton. Price $2.00.

MOTORING ABROAD

SEEING EUROPE BY AUTOMOBILE, by Lee Meriwether. Baker. Price $2.00.

THE CAR THAT WENT ABROAD, by A. B. Paine. Harper's. Price $3.00.

THROUGH THE FRENCH PROVINCES, by E. C. Peixotto. Scribner's. Price $2.50.

MOTOR RAMBLES IN CENTRAL EUROPE, by F. C. Rimington. Houghton Mifflin. Price $5.00.

MOTOR RAMBLES THROUGH FRANCE, by F. C. Rimington. Houghton Mifflin. Price $5.00.

CAPE TO CAIRO, by S. C. Treatt. Little, Brown. Price $5.00.

MOTOR-FLIGHT THROUGH FRANCE, by Edith Wharton. Scribner's. Price $2.00.

UNDISCOVERED FRANCE, by E. F. Williams. Houghton Mifflin. Price $7.50.

THE LIGHTNING CONDUCTOR, by C. N. Williamson. Holt. Price $1.50.

Race Theories Confounded

THE AMERICAN NEGRO, *by Melville J. Herskovits. Knopf. 92 pp. Price $1.75 postpaid of The Survey.*

THE sub-title, A Study of Racial Crossing, explains the scope of this little book in which Professor Herskovits summarizes some of the results of his four years of anthropometric research for the National Research Council. (Other interesting findings have been distributed over a number of magazine articles.) Briefly, the main discovery made is that the American Negro is less variable in measurable physical characteristics than the Mendelian theory would lead one to expect, in a group resulting from relatively recent cross-breeding of the three principal racial stocks (Caucasian from northern and western Europe, Mongoloid from southeastern North America, and Negro from Africa). The American Negro represents a real blend, in most respects equidistant from the two major parent stocks. The validity of that theory for the results of human race fusion is therefore placed in doubt—chiefly, it is suggested, because those who argue from the results of animal breeding upon the results of human race fusion seem to disregard the influences of domestication.

In the course of his studies, chiefly in Harlem and at Howard University—in both cases with groups only recently removed from practically the whole major area of American Negro population—Professor Herskovits found a process of selection to be going on within the group which may at least partly account for its seemingly growing homogeneity. The results of the measurements made, when compared with those made of less recently mixed groups, further confound many of the prevailing concepts of race. Indeed, unless we continually create new races—such as an American Negro race—that term can no longer be defined in such a way as to make it scientifically and practically useful.

B. LASKER

When Play Time Comes

VACATION GUIDE. 169 *pages. Price $1.00 of the publishers, Vacation Service, 315 Fourth Avenue, New York.*

AN informing and thoroughly useful guide to 943 resorts selected by the publishers who do not accept payment for listing. Vaca-

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tion Service is under the auspices of the Playground and Recreation Association of America. The guide has been used extensively by individuals and by employers in helping their staffs to find suitable accommodations.

An Ex-Jesuit Explains

THE JESUIT ENIGMA, *by E. Boyd Barrett. Boni and Liveright. 351 pp. Price $4.00 postpaid of The Survey.*

THE ruling idea of the Order of Jesuits, says Dr. Barrett, is that saints can be produced by taking normal men and subjecting them to rigorous observance of rules designed to repress all normal desires of every sort; those of hunger and sleep and curiosity and travel and friendship as well as the moot desires of sex. Of course it doesn't work. The Order can avoid producing a perpetual crop of hypocritical perverts only by modifying its conduct. And so it modifies its conduct; but never its rules. And thus is produced the Jesuit enigma—the discrepancy between "the offhand way in which the society sheds its most sacred rules in the daylight of existence, and the intransigence with which it refuses to displace a comma of its inspired Koran."

Doctor Barrett, who wrote the book, was a Jesuit for twenty years, and is still, apparently, a loyal Catholic. Protestants who have wondered why no modernist ripples disturb the calm surface of Catholicism can get a world of illumination from this book; whether or not their Catholic neighbors will find equal illumination depends mainly upon their ability to see loyalty to their religion as a bigger thing than loyalty to a powerful group of their religious leaders.

CHAS. S. BROWN

Faith in Terms of Science

THE SCIENCE OF RELIGION, *by Lewis Guy Rohrbaugh. Henry Holt. 291 pp. Price $3.00 postpaid of The Survey.*

THIS is an ambitious book. It attempts to reduce religion to a science; and it is only partly successful. Beginning, like Genesis, with the story of creation, it progresses through various religious crudities to monotheism, and comes at last to Revelation. But where Doctor Rohrbaugh gives the impression of being most scientific, he seems least religious; and vice versa. No liberal Christian doubts that religion is, in a sense, scientific—it obeys laws, known and unknown, and looks toward a fuller knowledge and use of those laws—but many will question the possibility or even the desirability of reducing religion to a science. Probably this book will make that question more, rather than less, acute. It has dabs of many sciences in it—astronomy, geology, biology, psychology, etc.—but add them all together and they total neither religion nor a new science.

CHAS S. BROWN

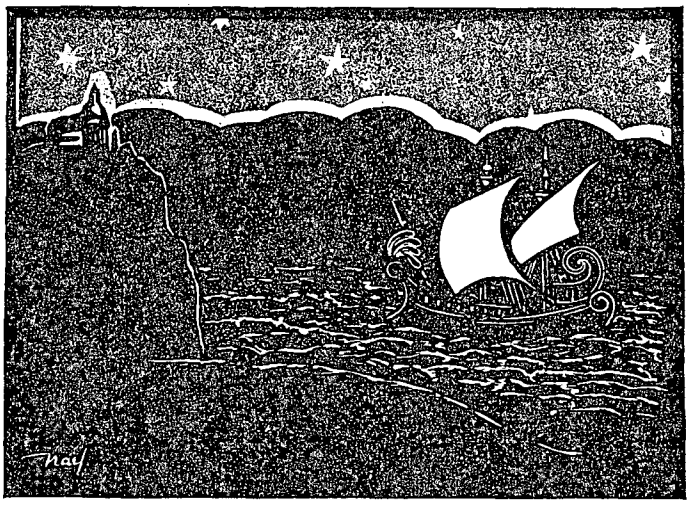
Interdependence of Social Factors

PROBLEMS OF SOCIAL WELL-BEING, *by James H. S. Bossard. Harper & Brothers. 620 pp. Price $3.50 postpaid of The Survey.*

ON the jacket of this book the publishers have written: "There is a pronounced trend in all forms of science dealing with human relations and life problems to emphasize the essential unity and interdependence of social factors. This book is a contribution to the intelligent understanding of social well-being viewed in its economic, physical and mental aspects."

That tells what the author has tried to do with the conventional material that is ordinarily presented in a text book on social pathology. His chief contribution is the threefold arrangement. What he calls "social well-being" is a form of economic, physical and psychic equilibrium. Very rightly, he puts first emphasis on economic well-being or security. There are six chapters on income, standards of living and budgets. There are fourteen chapters on health and eight on mental well-being. He ties all the ends together in a fourth part, on Changing Backgrounds and Conceptions.

The contents are presented in essay style loaded with facts and figures, making the book a composite review of social-problem literature brought up-to-date. The whole he rests on the three-legged base: economic, physical and mental well-being. Unfortunately no mention is made of the relation between the mobility which the author mentions and the social problems. What are the consequences of shifting people and throwing all kinds of people together, breaking conventions and destroying customs? The chapter on the individual might have been carried to a more logical conclusion where individualism is threatening the life of the family as it has destroyed the neighborhood in the great city. Urbanism, as important as it is in social ill-being (the opposite of well-being), is disposed of in two pages.



Drawing by C. O. Naef, from the jacket of The Glorious Company, by Tracy D. Mygatt and Frances Witherspoon, published by Harcourt, Brace and Company

The merit of the book lies in its faithfulness to detail and in its more faithful summing up of the objective data. There is a minimum of moralizing and theorizing, which is probably a healthy state for social science.

NELS ANDERSON

Each Child's Health

HEALTH RECORD FOR CHILDREN, *by J. Theron Hunter, M.D. Williams & Wilkins. 52 pp. Price $1.00 postpaid of The Survey.*

THIS little book provides for the recording by the doctor, nurse or parent, of such data as a physician finds useful when called upon to examine a child. Definite facts are always valuable, and they are apt to be most reliable when recorded in a systematic way at the time when they are observed. Feeding is outlined according to the author's preferences and provision for a monthly record is made in chart 6. Other charts provide for records of acute illnesses, teething, bodily functions, accidents, operations, immunization and other helpful data. The book is especially useful when the child is seen by different physicians at different times.

L. A. WILKES, M.D.

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THE SOCIAL WORK SHOP

How to Handle a Clerical Force

By ELWOOD STREET

NOTHING can contribute more to the efficiency and economy of operation of a social agency than a clerical force which is working loyally and efficiently to make possible the performance of the projects for which the professional and executive staffs are employed. These suggestions are gleaned not only from my own experience and observation but also from the proposals of a score or more of the country's most successful social-service executives, who recently have replied to a questionnaire on this subject. Each of these proposals is not a rigid law but a principle which may be adapted to your own situation.

Be impartial to all. Play no favorites. Make each worker sure that he will receive justice from you.

Be accessible to your workers at all times. On the other hand, do not try to run your clerical staff yourself in addition to carrying on the other work of your organization. Free yourself from details by having some one, either a chief clerk or office manager working under your direction, serve as a clearing-house for all assignments of work, in the office, for supervision and execution of details and for ordinary matters of office discipline. Of course the chief clerk or office manager would have clerical or accounting duties to perform in whatever part of his time is not needed for executive work.

Make sure that your workers understand the mutual obligations which exists between you and them; on your part to supply satisfactory working conditions; on their part to give full measure of work and full adherence to necessary office rules. Make it clear that your organization has definite standards of performance to which you expect your workers to adhere.

When necessary, do "case work" for your employes. Many a worker has been saved to his organization and made a more effective worker through a talk which has corrected a wrong attitude toward his work or by transfer from an uncongenial job to one in which he can do himself and the organization justice; or by help through some personal or domestic difficulty. A social agency should give a practical demonstration of the values of social case work as applied to staff members themselves, when the staff members want such case work.

Enforce upon your professional and executive staff members the importance of a cordial attitude toward clerical workers.

Make your clerical workers intelligent participants in the work of your organization. If you publish a bulletin, distribute it among members of the force. At staff meetings of professional and clerical workers, which should be held at least once a month, let the various department heads describe current projects and the philosophies behind them; and occasionally have speakers from other agencies with which your agency comes in contact, so that the whole staff may visualize the nature of these cooperative relations. Have a suggestion box into which the workers drop proposals for improvement in office procedure and give credit for those suggestions which are adopted. Either consider at general staff meetings questions of office conditions and internal relationships, or have committees on these subjects on which clerical workers may serve, so that their opinion may be expressed and assurance given that the point of view of the clerical force is taken into consideration in all matters which affect them.

Play with your clerical workers. Have a program committee made up of clerical and professional workers and let them plan parties and picnics which you will attend, not as the executive, but merely as a staff member on an equal basis with the others.

If practical, organize study groups for improving office conditions and the performance of people in the office. For example invite all interested members of the staff to meet after hours once a week for reading Leffingwell's Office Management, chapter by chapter, and discuss its application to your own office and to the work of those in the office.

Give steady advancement in pay up to the limit of salary of each job. Make those limits definitely known. Show workers that their advancement beyond these limits depends upon their preparing themselves for more responsibility in other jobs. Assure your workers that they will be given the first chance for promotion to new jobs which open up and live up to that assurance.

Provide wholesome and healthful working conditions: adequate light, ventilation, warmth (and "coolth" in summer), cleanliness, comfortable chairs adjusted to the users.

Provide health examinations at low cost for all employes. If work is of repetitional, monotonous and intense nature, arrange recesses of ten minutes morning and afternoon, during which the workers must move around and get out of the office. Allow sick leave with pay, the amount to depend upon the duration of service and the special circumstances for all employes.

Provide two weeks vacation for every person who has been on the staff for a year or more. Observe the usual holidays but do not be more liberal than current business practice. Allow half a day off for Christmas shopping.

Somewhere within the building which you occupy or within the office, provide a clean and simple rest room for women employes; and a place (not the rest room) where employes who wish to bring their lunch may eat it. (Put upon the employes the responsibility of keeping the place where eating is done clean and neat and free from refuse and scraps of food as the price of their being allowed this privilege.)

Prepare an office manual which states the history and policies of the organization, general rules of office discipline and standard ways of doing standard jobs, so that each

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worker may know what is expected of him and how he is to carry out these expectations.

Put all instructions in writing for any special jobs to be done outside of the routine so that the job may be done accurately and with no excuse for not carrying it out as directed.

Plan the work or see that the chief clerk plans it so that there is always plenty of work ahead, both for the sake of economy and so that workers may not get into habits of idleness and of making work "stretch." See that work is so planned that only under the most extraordinary circumstances are unduly heavy burdens of work placed upon the force. Make sure that the assignment of work for the clerical staff is carefully planned and evenly distributed.

Keep a visible schedule of all jobs assigned to the clerical workers and chart the progress toward the completion of each job, so that any one may see what each worker has ahead and when he will be ready for more work, and so that the workers themselves may have a sense of accomplishment.

Make work dignified by providing equipment which so far as possible will keep your workers from having to do detail and routine tasks which machines could do. Secure the cooperation of your workers in effective use of this equipment by showing its advantages in economy and effectiveness for production of the organization's work.

A Word to the Scatterbrained

By ESTHER S. DUNHAM

MORE than one of us inefficient social workers must have trembled as we read Getting Things Done, in The Survey for April 15. Of course, modern psychology helps us to realize that we are not to be held responsible for our lack of order. Undoubtedly the blame rests upon our mothers who failed to follow a proper schedule in feeding, sleeping, and airing us during the first six months of our lives.

Still, that feeling of guilt *will* disturb us, willy-nilly, when we meet the Efficient Executive in social work. The courageous among us sometimes keep him waiting five minutes for his appointment while we sweep the tops of our desks into the closet. Others of us, having ingenuity, maneuver to meet him in the office of a fellow social worker for whose chaos we are not responsible. Those of us who possess neither courage nor ingenuity weakly apologize, explaining the three-months accumulation of debris by remarking that we have just had a terrifically busy morning.

But is there nothing to be said for those of us who cannot view our shining morning desk-tops, nor plan our days so cunningly that we move through them serenely, with never a bump nor a hurry? Is there no room for the scatterbrained social worker?

First, let me ask, is there any joy comparable to that of entering the office of a Survey managing editor, let us say, and viewing on his desk piles and piles of pamphlets, books, and papers? What food for the imagination! What a priceless realm for the lover of antiques! Can there be any pleasure of achievement for him equal to that of finding after hours of searching that long-lost manuscript or missing check at the bottom of those piles?

Again, is there any thrill equal to that of scurrying through the day, seeing only the next task ahead, and knowing not what the day may bring in hairbreadth escapes from conflicting appointments and forgotten committee meetings? Surely the social worker who lives by schedule misses half the fun of being a social worker!

FINALLY, for our own encouragement, let me say there are times when even the Efficient Executive fails in his lofty purpose of mercilessly applying all twelve principles of efficiency. Come with me, dear disorderly reader, into the realm of fact or fancy—as you choose—and see what happens:

Mr. F. Fish Hunt's wife (*helping to reduce* 5,639 *words to* 2,000). "You can omit most of that paragraph about the telephone. You're wasting a lot of ink on nothing."

Mr. F. Fish Hunt. "I am not! I bet the social workers of this country waste three years of time in a year saying that fatuous word hello. Just think of the millions of wasted syllables!"

She. "You exaggerate."

He. "Well, then one year."

She. "Hello is a nice friendly word with which to start a telephone conversation. It gives the other person time to adjust himself to your voice so that he can understand what you say. How much time do you waste explaining what you said when your party doesn't understand 'F. Fish Hunt'?"

He. "I don't waste any. They understand."

She. "I've heard you."

He. "Oh, those hicks out here who don't know how to answer except with hello!" *Suddenly shifting argument*: "The trouble with you is you say hello; that's why you object to this paragraph."

She. "Of course I say hello and I shall continue to do so."

The telephone rings and Mr. F. Fish Hunt strides competently and efficiently to answer it.

He. "F. Fish Hunt. . . . Yes, this is F. Fish Hunt. . . . This *is* Mr. Hunt. . . . O hello, Jim, old scout, where are you?" (*Jeers and war-whoops from the adjoining room.*)

She, acidly. "How many syllables did you waste that time?"

He. "I was training him. The next time he won't do that."

For an hour peace reigns in the house. Then F. Fish Hunt's wife, coming through the room, waves coquettishly to him and says sweetly: "Hello."

He, beaming. "Hello."

She. "You wasted two syllables that time."

Sick grin and silence the remainder of the morning.

There was a Boston cod, they say, whose eyes were odd:
And one eye was a fairy eye
The other—simply cod.
And with this fairy eye he'd see
The fairies passing by
While he'd see only fish and seaweed
With the other eye.

Let us muddle-headed, inefficient social workers continue to see with our fairy eye, in our chaotic professional lives, the Royal Road to Romance. But with our cod eye let us recognize our time-wasting methods and perhaps make surreptitious efforts—when no efficiency expert is looking—to arrange our brains into rows of orderly, neatly labeled compartments, in the interests of bigger and better Efficiency.

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

Building Good Will

THE way in which an organization can build up good will is shown in a recent experience with St. Nicholas magazine. My thirteen-year-old daughter submitted a photograph for possible winning of a prize in the St. Nicholas monthly competition. The regulations required that a parent endorse the contribution as being an original production. I did so and mentioned the fact that I had been an enthusiastic reader of St. Nicholas when I was a small boy. I received back the following letter: "Your endorsement on the back of your daughter's contribution to the April League competition is a very pleasing one, and we are glad indeed to welcome you back into our family—though one who has once been a member of it is never considered really out of it. I fancy that you find the magazine considerably changed since you knew it as a boy but I trust it may still appeal to you."

This experience indicates that a social executive may well watch his mail for clues with which to write letters which build up good will to the organization. The newspapers may be also watched from the same point of view. For example, why not congratulate a contributor or board member when he receives a promotion in business or has some other bit of good luck or achieves some special distinction; and why not condole with such a person when death or other misfortune comes to him? Such notes, if they are sincere expressions of good will on the part of the person who writes them, can be exceedingly worth while.

Ideas in Office Management

Much valuable information on the administration of a social agency will be found in the Proceedings of the Eighth Annual Conference of the National Association of Office Managers. Copies may be had at $2.75 each by addressing the secretary, F. L. Rowland, c/o Lincoln National Life Insurance Company, Fort Wayne, Indiana. Among the subjects are: Some Recent Developments in the Field of Office Machinery; Paying Additional Compensation; Sound and Its Relation to Office Output; Health of Office Workers; Control of Office Operating Expenses; House Organs for Office Employes; Application of Various Duplicating Methods to Office Routine; Clerical Training Needs.

Good Use of Direct-Mail

The Tuberculosis Society of Washington, D. C., under the direction of that veteran social worker, Walter S. Ufford, has developed an effective method of handling returns from seal sales and direct-mail advertising. With an envelope cutter, it trims a small bite off the ends of envelopes as they come in bearing contributions. An addressograph, with address plates bearing not only name and address but also salutation, makes an exact fill-in on the multigraphed letters. A folding machine and a sealing machine complete the mailing equipment. Letterheads of the Tuberculosis Society and the Associated Charities, the publicity for which is also directed by Mr. Ufford, are made on the multigraph; also a variety of folders and post-cards. If you are interested, Mr. Ufford will be glad to show you the whole works the next time you are in Washington. The tuberculosis association is making excellent use of post-cards to acknowledge subscriptions, and there has been worked out on a post-card an effective reminder of the fact that the person addressed has not renewed his subscription. Mr. Ufford will gladly send samples. His address is 1022 Eleventh St., N. W., Washington, D. C.

Advance Notice of a Dinner

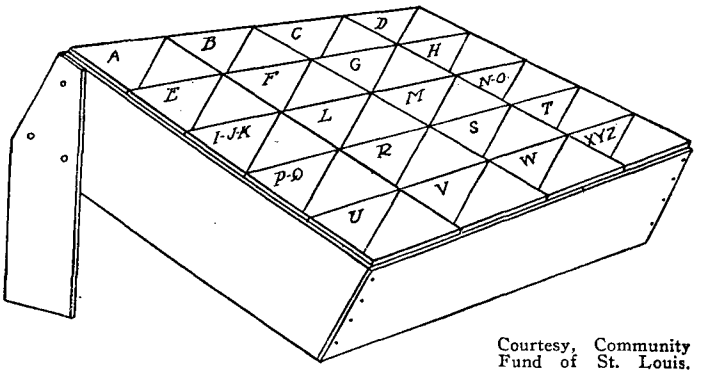
A good idea for any big group getting up a dinner, which serves as a warning to save the date even before the place and program can be announced, was utilized by Brookwood Labor College, Katonah, New York, in the shape of a letter from A. J. Muste, Chairman of the Faculty. It read as follows: "On Friday evening, February 10, a dinner is to be given under the auspices of the Brookwood Building and Endowment Fund Committee. If you will bear this in mind in making your own arrangements for that date and can avoid conflict with any plans you may have, we shall deeply appreciate it."

Does the Form Fit the Typewriter?

Do you always take pains to have all forms which are to be used on the typewriter, or which may be used on the typewriter, so spaced by the printer that they will fit either single or double spacing on the typewriter and thus can be run through without continual shifting? Experience shows that even though you tell the printer to make the lines a typewriter space apart, you have to check up by running the proof through the typewriter or measuring.

A Home-Made Filing Device

A simple device for filing cards or envelopes alphabetically or numerically has been constructed by the Community Fund of St. Louis. Twenty cardboard boxes in five rows of four each are placed in a wooden frame with strips nailed



Courtesy, Community Fund of St. Louis.

across the bottom for support. On the back of the frame, four-inch legs are nailed to give the proper slope. At the back of each box the letter of the alphabet or number to be included in that box is marked distinctly. These trays are made in three sizes: one with boxes 5½″ x 2″ x 3″; one 6¼″ x 3¼″ x 3¾; and one, 3¼″ x 9¼″ x 3¾″, used according to the size of card to be filed. The low cost of these trays and the speed and convenience in use, make this device the best means we have yet discovered for filing.

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GOSSIP: of People and Things

The Open Road Calls You

THE OPEN ROAD, in combination with the National Student Federation of America and the International Student Hospitality Association, will conduct a tour for students of social and industrial problems, who will attend the International Conference of Social Work in Paris in July and will visit Cambridge, Manchester, York, London, Geneva, Vienna, Prague, Berlin and several other German cities. In each center the most interesting and important aspects of social control and social work will be studied, with particular attention to the social-welfare programs which are being carried out under government and party auspices. These will naturally include social insurance, the cooperative movement, public health, child welfare, vocational guidance, and various aspects of the labor problem. An opportunity to see public and private social agencies, factories, schools and other institutions of interest will be provided.

The leader of the group is Dorothea de Schweinitz, last year's emergency secretary of the American Association of Social Workers and former supervisor of the Junior Employment Service of Philadelphia. The party will be limited to fourteen members, including the leader. This trip is being organized for students or recent graduates of schools of social work and is enthusiastically endorsed by a large number of the schools. It is possible, however, that other social workers can be considered eligible and will be included in the group.

The Open Road is also offering a tour for librarians and student librarians, several tours to Russia, and another in Europe for women students of history, government and international relations. The Open Road is at 2 West 46 Street, New York City.

Scouts in Study and Play

GIRL SCOUT courses in troop management, nature lore, out-door sketching and handicraft, pageantry, psychology of girls, and courses for local directors, camp counselors and camp directors, will be given from May 17 to September 15 at Camp Edith Macy, New York. Instruction will be given in the mornings, and the afternoons left open for swimming, games, tramping or resting. The camp is thirty miles north of New York City. Further details may be had from the camp director, Elin Lindberg, Girl Scouts, 670 Lexington Avenue, New York City.

Detention Home Superintendent Wanted

THE board of governors of the Juvenile Detention Home, Pittsburgh, Pa., announces examination for position of superintendent of the Detention Home. Examination is open to citizens of the United States, male or female, betwen the ages of 25 and 50 years, who can comply with certain qualifications. Application form and further details may be secured from the secretary, Board of Governors, 614 Oliver Building, Pittsburgh, Pa. Salary is $3,600 per year with maintenance for self and family.

Fighting Diphtheria

PRIZES amounting to $1,000 are offered in a New York state-wide competition for the best poster designed by a high-school or normal-school student, depicting diphtheria protection for children by means of toxin-antitoxin.

The competition is part of a five-year program to eliminate diphtheria in which the following organizations are cooperating: State Department of Health and Education, State Medical Society, Metropolitan Life Insurance Company, State Charities Aid Association.

The first prize is a year's scholarship at the College of Fine Arts, Syracuse University. The contest closes June 1, 1928. For further details address Marie F. Kirwan, State Committee on Tuberculosis and Public Health, 105 East 22 Street, New York City.

How Does Your Agency Compare?

ANALYSIS of the New York Travelers Aid personnel report for 1927 discloses that of the 69 employed in the social work of the society, 22 were college graduates, 16 others had some college work and 34 were able to speak some language other than English.

The turnover of employes fell from 45.5 to 33.3.

Fifty-one per cent were between the ages of 25 and 30, the next largest group being between the ages of 30 and 35. Twenty-four volunteers gave the society 2,646 hours. The average time, per worker, lost through illness during the year was 5.8 days.

Committees Analyzed

COMMITTEES—Their Function and Membership, is the subject of a recent bulletin of the American Association for Organizing Family Social Work, 130 East 22 Street, New York. The study is based on questionnaires sent to 31 committee chairmen and 236 committee members and covers 3 major points—the purpose of committees, committee management and committee reports.

Miscellaneous

HOPE FARM, New York, where more than a thousand children have been cared for during the past twenty-two years, has received an anonymous gift of $100,000, which will be used as a pension fund for house-mothers, teachers, farm and camp directors and other workers, as age or other disability compels their retirement.

TWO BOOKS, "Hob o' the Mill" and "Grain Through the Ages," have been published by the School Health Service, Quaker Oats Company, 80 E. Jackson St., Chicago. Leaders whose fields of activity bring them into contact with groups of children will find both books helpful and may procure them without charge from the Quaker Oats Company.

YONKERS TRUST CO. has been appointed the nineteenth financial institution acting as a trustee for the New York County Trust.

THE WILL of Sir Mortimer Davis, Canadian tobacco manufacturer and banker, provides bequests of $100,000 each to the Montreal General Hospital, Notre Dame Hospital, the Federation of Jewish Philanthropies and the Young Men's Hebrew Association.

WILD WEST, by Viola Paradise, prize-winning story in the 1927 contest of the committee on Publicity Methods in Social Work, was published in Pictorial Review for April.

TRAVELERS' AID SOCIETY was inadvertently omitted from the list of agencies which assigned workers from their staffs to help the Joint Relief Administration of Miners' Relief in the Pittsburgh District, published in the article by Edward N. Clopper in The Survey for April 15.

HOMER FOLKS, secretary of the State Charities Aid Association of New York, has received the service medal of the Rotary Club of New York, awarded at intervals to persons who have rendered outstanding humanitarian service.

DR. DOUGLAS A. THOM, director of the division of mental hygiene of the Massachusetts Department of Mental Diseases, has been awarded a medal by Children—The Magazine for Parents, for the best book for parents published in 1927. This book, Everyday Problems of the Everyday Child, published by Appleton, may be purchased through The Survey at $2.50, postpaid.

INDIANA UNIVERSITY is offering a correspondence course to probation officers in various counties in the state.

EDITH M. BAYLOR, supervisor of the department of study and training in the Children's Aid Association, Boston, is giving a course in the children's department of the New York School of Social Work during the current quarter.

ALEXANDER JOHNSON (Uncle Alec) was so helpful to social work in Sioux City, Iowa, where he spent January and February, that A. P. Gephart, executive secretary of the Bureau of Social Agencies, writes: "The Community Fund in particular has found a number of instances

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of improved attitude on account of Uncle Alec's influence. It seems to us that it would be a good idea if arrangements could be made to have Uncle Alex spend all his spare time doing for other communities what he has done for us."

DR. HARRY E. MOCK was elected president of the American Conference on Hospital Service at its recent annual meeting.

LYMAN L. PIERCE, founder of Lyman L. Pierce Financial Organization, Bayard M. Hedrick, founder of Hedrick, Marts and Lundy, and Perry Burgess, have organized the firm of Pierce and Hedrick.

LILLIAN D. WALD and Dr. Haven Emerson have been elected on the executive committee of the Welfare Council of New York.

Elections and Appointments

RUDY ABRECHT, now Boys' Work Secretary, Lansing, Mich., Y.M.C.A.

JULIA ALSBERG, formerly with Provident association of St. Louis, now director of Red Cross Bureau for the Handicapped, St. Louis. Miss Alsberg won the Harmon-Survey award in Social Practice last year.

MARGARET GRACE AMOROSI, formerly with Phila. Travelers Aid Society, now executive secretary, Indianapolis Travelers Aid Society.

EUGENE BEAUPRE has joined the staff of the Boys' Club Federation as promotion secretary. He was for fourteen years with the T. Eaton Co. of Toronto and has been active in boys' club work, having organized the Eaton Boys' Club in Toronto, and the Wanamaker Boys' Club in New York.

MADELINE BLACHLY, now executive secretary of the East Chicago, Ind., Chapter.

GRACE BLACK, formerly with Provident Assoc. of St. Louis, now with United Charities, Dallas.

RALPH H. BLANCHARD, formerly manager Community Chest of Niagara Falls, will join staff of Community Chests and Councils on June 1.

FANNIE CAMPBELL, elected first executive secretary, Community Chest of Ithaca, N. Y. Harold Flack elected president.

JUDGE A. K. COHEN, elected president Federated Jewish Charities of Boston.

HARRIET T. COMSTOCK, now assistant director, Juvenile Protective Association of Chicago.

JOSEPH CONE, formerly at Univ. of Washington, succeeding Robert T. Lansdale.

KEENER W. EUTSCHLER, transferred from national headquarters, A.R.C., to Fort Monmouth, N. J., to succeed Mr. Frank Evans as field director there.

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

GRACE BEALS FERGUSON, formerly director of Indiana University Hospital Dept. of Social Service, will become instructor in Medical Social Service, Washington University, St. Louis.

LEWIS HECK, who is working for a Ph.D. in Criminal Psychology at Johns Hopkins University, is an investigator and agent for the Prisoners' Aid Assoc. of Maryland.

AGNES B. HOLMES, now executive secretary of the American Red Cross Chapter at Yazoo City, Mississippi.

H. O. HUNTER, formerly secretary Shenango Valley, Pa., Community Chest, now secretary Bridgeport, Conn., Community Chest.

DR. ELEANOR HUTCHINSON, now with Wisconsin Bureau of Child Welfare.

HOWARD E. JENSEN, Ph.D., leaves Butler University at the end of this term, to become professor of sociology at University of Missouri.

EDITH SHATTO KING, now with Welfare Council of New York City as information secretary.

NELSON N. MARSHMAN, formerly associate director of Chamber of Commerce, New Haven, Conn., now associate director of Cleanliness Institute.

MARGARET STEEL MOSS, has returned to the Department of Welfare of Pennsylvania after several months' leave of absence, visiting New Zealand, the Philippines and Japan.

ELISE MULLIKEN, now field representative A.R.C. for North Carolina.

ROBERT E. NEFF, formerly administrator of Indiana University Hospital and president Indianapolis Council of Social Agencies, now administrator of the New Iowa University Hospital Group, Iowa City, Ia.

EVELYN NOE, now field representative A.R.C. for Eastern Tennessee, succeeding P. E. Seidler.

(*Continued on page* 253)

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COMMUNICATIONS

Miss Roche's Labor Policy

TO THE EDITOR: I have just received the April 15 Survey, in which reference is made to the new labor policy of the Rocky Mountain Fuel Company. To have the interest and understanding of yourself and the Survey Associates means very much to us because of the clear-sighted and courageous stand you have taken so many times in behalf of industrial and social justice.

One comment in your article, however, seriously misrepresents our present purpose and efforts, and I am therefore asking you for the opportunity of publicly correcting it in your columns. The statement reads: "Miss Roche is setting out to do for her mines what John D. Rockefeller, Jr., with the help of W. L. Mackenzie King, now premier of Canada, undertook to do in the mines of the Colorado Fuel and Iron Company after the Ludlow tragedy of April, 1914."

Nothing could be further from our announced plan and intention than to put into operation the Rockefeller or any company union plan. Our original statement of policy, all our succeeding statements, and every practical step we have taken, are based on our recognition of labor's right to organize independently in an organization of its own choice and to deal collectively and on equal terms with capital. Long before the strike of last fall was contemplated, Mr. Vincent and I were determined to put such a policy into effect as soon as we had sufficient control to do so. Such a policy has, in other industries, repeatedly proved to be not only the just and decent policy to pursue but equally a common sense and good business one.

Organized labor fully understands our position and determination, as is evidenced by recent articles in Labor, and by resolutions just passed by the Denver Trades and Labor Assembly endorsing our stand and pledging us the support of the assembly so long as our efforts continue in harmony with the ideals and principles of the American Federation of Labor.

There is no present similarity between what we are doing in our company and what is being done in Mr. Rockefeller's company. I should be most happy if I could believe that the future might bring a similarity, through Mr. Rockefeller's company coming to the realization that recognition of organized labor is the only basis on which there can be worked out a sound solution for the present unjust, wasteful and needless conditions existing in the coal industry.

JOSEPHINE ROCHE

Vice President, Rocky Mountain Fuel Company, Denver

Who "Has It Easy"?

TO THE EDITOR: Some time ago a friend of mine sent me the February Graphic issue of your publication which I greatly enjoyed. One article, Corncobs for Hair-cuts, by Evelyn Harris, which my friend had marked, I found especially interesting. Mrs. Harris did not exaggerate conditions for, while I do not know her personally, I know of her struggle to make farming an attractive and paying business.

For six years, from August, 1920, to August, 1926, my husband and I lived and struggled to make both ends meet, on a farm near Salisbury, Maryland, not more than fifty miles from Mrs. Harris' home. I hope you will publish other articles by Mrs. Harris, thereby helping her to show the city dwellers the truth about the "ideal, easy" (?) life of the majority of farmers.

(MRS.) E. M. DAVIS

Walnut Grove, California

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For Information Address *Arthur A. Guild,* Community Fund, Allison Bldg., Richmond, Va.

THE AMERICAN DISCOVERY OF RUSSIA—SUMMER OF 1928

The two greatest nations on the earth no longer know each other. Volumes have been written. But in the past ten years a mere handful of American social workers, writers and business men has seen revolutionary Russia at work. Still fewer Russians have visited this country, and the American who goes into Russia today is something more than a tourist.

Last summer two parties of American students and intellectual workers, men and women, were enabled to visit Russia through the instrumentality of the National Student Federation of America and the Open Road. They were received by the Society of Cultural Relations with Foreign Countries and the Sovtorgflot. The same organizations are again welcoming a few groups. Each will comprise eight members under the leadership of an informed American, and will be accompanied in Russia by a Russian interpreter.

Itineraries: 3, 4, 5 and 6 weeks.
Inclusive round trip prices: $770 to $1080
Sailings: June 23rd, June 30th and July 7th
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THE UNSETTLING SETTLEMENTS

(*Continued from page* 218)

Philadelphia, built its sessions around the theme, "The settlement dynamic in the changing social order." They applied it pragmatically: What is living in the settlements?

They arranged for reconsideration, in the light of changed conditions, of those tools which they felt had proved their worth—the resident group, the neighborhood approach, the volunteer. They pressed the treatment of club work back to the why that lies behind its varied types. They asked, "Why are young people entering the settlement field?" anticipating a discussion of whether, if the settlement has changed, this is to be accounted for by the fact that workers come to it for other reasons (specialized jobs for example) from those that impelled the "old crowd"—only to have the question turned back by a still younger group ("flaming youth," they called themselves) who wanted to know what the settlements had to give. There was healthy insurgency all down the line.

Mr. Cooper capped his stirring address at Cleveland with one which carried his message of settlement dynamics forward by new stages. He gave his listeners a sense of the settlement as a part of life—clues to what has made it live. He threw open the gates to a resurgent spirit of social adventure. In a period of specialization, and tabulated services, you glimpsed the vantage ground of a social agency which touches life whole, which runs the gamut of the community, which can interpret, synthesize, galvanize.

At a closing session, Dr. Richard C. Cabot struck a kindred note in handling the integration of values in the individual life. These reinforce each other; even love is enhanced by its association with beauty. The test of any supposedly valuable social unit—such as a hospital or court or settlement—is how far it synchronizes and interweaves all the great values. And John Lovejoy Elliott put the theme in terms of the common life and linked the spread of "intense individualism" with a "feeling of fellowship growing and deepening in the world," a "fellowship that builds on similarities but also on distinctiveness"—that recognizes that "other groups besides ourselves are fighting our battles."

Just as at Cleveland the neighborhood workers showed their sentience and venturesomeness in facing prohibition and probing race relations due to the northbound migration, so here they took up international relations and unemployment. James G. McDonald of the Foreign Policy Association spoke ably on Russia; Katharine C. Dewar of Birmingham, England, told wittily of encounters in breaking down provincialism; and Miss Wald took her listeners foraging in Mexico, Russia, Italy, England. She gave them not only a glimpse of the personalities of Calles, Lunacharsky, Mussolini, Ramsay MacDonald, but a sense that these men and countries, in spite of the great contrasts in the things they stand for politically, are wrestling with those social forces and problems which the settlement worker faces, and on which they want to tap American experience.

At the evening program on unemployment, Dr. Harlow S. Person, director of the Taylor Society, came at the problem from the standpoint of the engineer (how we can cut out irregularity); and Dr. I. M. Rubinow, director of the Jewish Welfare Society of Philadelphia, from the standpoint of the insurance actuary (how we can provide security). As outside experts, they gave background; but

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the spearhead of the discussion was given by Lea Taylor of Chicago Commons. She drew on the canvass made by the Chicago settlements and brought out the human consequences of unemployment. It was altogether clear that the slow closing-in on the problem by economists, engineers, managers and labor experts from their angles, does not mean that the neighborhood workers are relieved of their responsibility toward the situation, or should merely duplicate what these others are doing; but rather that they can make full use of their closeness to the human matrix of unemployment to help the public to see and to feel, and to touch springs of action.

Such a conference in Boston could not be unmindful of the settlement pioneer of the South End—the late Robert A. Woods, longtime secretary and president of the federation. There was sincere regret that Miss Addams was prevented from attending by illness. There was unanimity in the reelections of Mr. Cooper and Mr. Kennedy. A committee was authorized to consider the reinforcement of the work of the federation as such. It is their decentralization, their local initiative and independence, that give the settlements their strength. But there is need, as Eleanor McMain of Kingsley House, New Orleans, pointed out, for consecutive service from headquarters to isolated settlements in facing community problems; need for connecting up social testimony from these "listening posts"; need for a set-up through which a new generation of neighborhood workers can strike hands in dealing with nation-wide issues; need for greater interplay along the whole front of a group which has been fortunate in carrying over the transition of the war years, a resilient leadership.

WHAT ARE THE PERSONALITY QUALIFICATIONS FOR ADMISSION? *". . . a social worker must be able to lead, to put over his program without making enemies, to have force to make himself felt, but above all he must have loyalty to ideals and be willing to fight for them . . ." (See Pamphlet, p. 7.)*

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The New York School of Social Work

107 East Twenty-Second Street
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(*In answering advertisements please mention* THE SURVEY)

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DIRECTORY OF SOCIAL AGENCIES

THE AMERICAN ASSOCIATION OF HOSPITAL SOCIAL WORKERS—18-20 E. Division St., Chicago, Ill. Miss Helen Beckley, Executive Secretary.

AMERICAN ASSOCIATION FOR OLD AGE SECURITY—Aim: to promote through legislation adequate provisions for the dependent aged in the United States. Bishop Francis J. McConnell, president. A. Epstein, executive secretary, 104 Fifth Ave., New York City.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins, Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, INC.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the Protestant national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.
Florence E. Quinlan, Executive Secretary.
Migrant Work, Laura H. Parker, Secretary.
Religious Work Directors in Government Indian Schools.
Bureau of Reference for Migrating People, follow-up of New Americans.
Women's interdenominational groups—state, county, and local—are affiliated.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg. New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.
Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

FOUNDATION FOR STUDY OF PROHIBITION AND THE NEGRO—H. J. Mason, Director, Research and Publicity. M. W. Dogan, President; I. Garland Penn, Founder.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

HAMPTON INSTITUTE—Trains Negro youth for community service. Collegiate work in Education, Agriculture, Home Economics, Business, Library Science, Building Construction, and Summer School. Publishes the "Soutnern Workman." Free material concerning the Negro and race relations. James E. Gregg, principal.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization. 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

Progress

"SOME of the older inhabitants of this planet," says Edward Hope in the N. Y. Tribune, "remember when the North Pole was considered up town."

And some of the graybeards of social work remember when there was no such thing as a welfare federation, no professional association of social workers, no attempt at standards of work or measuring sticks of achievement.

The world has indeed moved when the Saturday Evening Post assumes that its readers are sufficiently cognizant of social work to understand a story with a plot built around organized financing for a community center.

One reason why social work moves forward is because organizations like the ones listed here are drawing from the college graduating classes an increasingly higher quality of young men and women. When social work can compete with big business for the pick of the college classes, the future of the profession will be fairly well assured.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL CONFERENCE OF SOCIAL WORK—Sherman C. Kingsley, president, Chicago, Ill.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-fourth annual meeting of the Conference will be held in Memphis, Tenn., May 2nd-9th, 1928. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provide opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Monthly bulletin, "The Immigrant." Florina Lasker, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of Education, recreation, religious instruction and social service work for rural communities. Bulletin: "The Rural Voice."

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Theobald Smith, president; Dr. Linsly R. Williams, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

THE WOMEN'S FOUNDATION FOR HEALTH, Inc.—370 Seventh Ave., New York. Lenna L. Means, M.D., Med. Dir. To create, among the apparently well, an individual and community health consciousness by interpreting the technique of the health examination and a definitely prescribed health building program with Positive Health as the ultimate goal. Official Text: Handbook on Positive Health, $1.50. Courses in Good Body Mechanics adapted to group and individual needs.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page* 248)

ROBERT K. ORR, elected chairman Ingham County Chapter, Mich., Crippled Children Society.

O. EWALD PETERSON, appointed executive secretary Lincoln-Belmont department, Chicago, Y.M.C.A.

HOWARD RAYMOND, now manager Industrial Aid Society, Boston, succeeding Franklin P. Daly, deceased.

L. R. REYNOLDS, now secretary Commission on Interracial Cooperation, Richmond, Va., succeeding R. W. Miles.

BERNARD C. ROLOFF, formerly superintendent Illinois Social Hygiene League, now director of Dept. of Publicity and Publications, City Health Dept., City of Chicago.

REV. JULIUS C. H. SAUBER, formerly with Social Service Commission, Protestant Episcopal Church, Diocese of Pittsburgh, to become executive director of United Charities of Wilkes Barre, on Aug. 1.

ELIZABETH J. SHERWOOD, formerly with Publishers Emergency Bureau, now assistant librarian, Cleanliness Institute.

FLORENCE SMITH, has joined the staff of the Greater Lansing Visiting Nurse Association, Lansing, Mich.

MILDRED G. SMITH, R. N., formerly educational agent of the Minnesota State Department of Health, appointed staff associate of the National Society for the Prevention of Blindness, with headquarters in New York City.

JOHN STANZOCK, now executive of the Community Young Men's Association, Erie, Pa., succeeding Urban S. Hughes.

LOTTIE TAYLOR, formerly executive secretary, Travelers' Aid Society, Battle Creek, has joined the staff of the Family Welfare Association, Grand Rapids, Mich.

WILLIAM UTLEY, formerly assistant superintendent Hamot Hospital, now superintendent of the Scranton State Hospital.

IRIS WOOD, formerly with Immigrant Protective League of Chicago, now case consultant of the Committee on Field Activities of the Jewish Board of Guardians.

Resignations

CORA D. GREENE, resigned as educational secretary Public Charities of Pa., and sec'y.-treas. Pa. State Conference of Social Work.

NEVA HOWARD, resigned as visitor, Social Service Bureau, Lansing, effective June 15.

WALTER O. JOACKIM, resigned as Boys' Work Secretary, Lansing, Mich., Y.M.C.A.

ABRAHAM LEVINE, resigned as executive secretary Big Brother Department, Brooklyn Jewish Social Service Bureau, to practice law.

DAVID C. LIGGETT, resigned as executive secretary, Louisville Community Chest to enter business.

BULLETIN BOARD

NATIONAL CONFERENCE OF JEWISH SOCIAL SERVICE: Cincinnati, Ohio, May 9-13. Secretary, Samuel Goldsmith, 114 Fifth Avenue, New York City.

AMERICAN ASSOCIATION FOR ADULT EDUCATION: Swarthmore, Pennsylvania, May 14-16. Secretary, Morse A. Cartwright, 41 East 42nd Street, New York City.

VIRGINIA GRADUATE NURSE ASSOCIATION: Richmond, May 21-23. Secretary, Lillie W. Walker, Memorial Hospital, Danville.

MICHIGAN GRADUATE NURSE ASSOCIATION: Lansing, May 23-25. Secretary, Elizabeth Robinson, 308 Abbott Road, East Lansing.

TEXAS GRADUATE NURSES ASSOCIATION: Wichita Falls, May 28-30. Secretary, A. Louise Dietrich, 1001 E. Nevada Street, El Paso.

WASHINGTON REGIONAL CONFERENCE OF SOCIAL WORK: Everett, May 31-June 1. Secretary, Marion Hathway, University of Washington, Seattle.

WASHINGTON REGIONAL CONFERERNCE OF SOCIAL WORK: Walla Walla, June 2-3. Secretary, Marion Hathway, University of Washington, Seattle.

BIENNIAL CONFERENCE, AMERICAN NURSES ASSOCIATION, NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSES AND NATIONAL LEAGUE OF NURSING EDUCATION: Louisville, Kentucky, June 4-9. Address, National Organization for Public Health Nurses, 370 Seventh Avenue, New York City.

WAYNE COUNTY CONFERENCE OF SOCIAL WORK: Detroit, Michigan, June 6-7. Secretary, Natalie Green, 51 Warren Avenue, Detroit.

AMERICAN MEDICAL ASSOCIATION: Minneapolis, Minnesota, June 11-15. Secretary, Olion West, 535 North Dearborn, Chicago, Ill.

AMERICAN HEART ASSOCIATION: Minneapolis, Minnesota, June 12. Secretary, Dr. John A. Smith, 370 Seventh Avenue, New York City.

VERMONT STATE NURSES' ASSOCIATION: Burlington, June 14. Secretary, Miss H. B. Wood, Proctor Hospital, Proctor.

NATIONAL TUBERCULOSIS ASSOCIATION: Portland, Oregon, June 18-20. Address: Philip P. Jacobs, 370 Seventh Avenue, New York City.

CATHOLIC HOSPITAL ASSOCIATION: Cincinnati, Ohio, June 18-22. Address: Rev. C. B. Mouliner, Marquette University, Marquette, Wisconsin.

AMERICAN FEDERATION OF ORGANIZING FOR THE HARD OF HEARING: St. Louis, Missouri, June 18-22. Secretary, Betty C. Wright 1601-35 St., N. W., Washington, D. C.

CALIFORNIA STATE NURSES: Riverside, June 25-29. Secretary, Mrs. J. H. Taylor, 743 Call Building, San Francisco.

AMERICAN HOME ECONOMICS ASSOCIATION: Des Moines, Iowa, June 25-30. Secretary, Alice L. Edwards, 617 Mills Building, Washington, D. C.

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Address Advertising Department — **THE SURVEY** — 112 East 19th Street New York City

WORKERS WANTED

WANTED: One senior, two junior counsellors for girls' camp near Chicago. Give age, education, experience. Address immediately, Camp Director, 18 E. Elm St., Chicago.

WANTED: Competent Secretary with stenography, willing to help where needed. Age 25 to 35, Protestant. 6099 SURVEY.

WANTED: For the months of July and August, Recreational Director for work with girls. Applicant must be musical and a good swimmer. Apply, Constance Leigh, Superintendent, Newington Home for Crippled Children, Newington, Connecticut.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

WANTED: SOCIAL CASE WORKER in Philadelphia Hospital. College graduate with either case work experience or certificate from a School of Social Work. 6070 SURVEY.

MEN WANTED

MEN interested in advancing in the field of institution and social work are wanted as students in The National Training School for Institution Executives and Other Workers. See classified Ad on Page 255.

WORKERS WANTED

THE MARKS NATHAN JEWISH ORPHAN HOME

Herewith declares vacancies in the following positions:

1. Supervisor Boys' Department — Jewish young man, single, with good educational and cultural background and successful experience in handling adolescent boys.
2. Supervisor Girls' Department — Jewish young woman, single, qualifications same as in No. 1.
3. Supervisor for younger girls — Jewish young woman, single, preferably with a kindergarten or recreational work background, must be sympathetic.
4. After Care Worker and general Investigator—mature Jewish young woman with case-work experience.

Only people with strong pleasing personalities and with potential executive ability will be considered.

Good salaries and good prospects for right persons.

Apply to E. TROTZKEY, Supt., 1550 S. Albany Ave., Chicago, Illinois.

TRAINED EXPERIENCED FAMILY CASE WORKER—experienced in Children's Aid work—to divide time between both types of work in supervisory capacity. Salary $1800.00. State age, health, general education, training, experience. Address County Welfare Association, Clayton, Mo.

WANTED: HEADWORKER for large New York Settlement. Personality and experience required. Unusual opportunity. 6094 SURVEY.

"Home-Making as a Profession"

Is a 30-pp. illhandbook—it's FREE. Home-study Domestic Science courses, for teaching, institution management, etc., and for home making efficiency. Am. School of Home Economics, 849 E. 58th St., Chicago

Workers Available Now!

Social Welfare and Religious Organizations: Executive secretaries, Family Welfare workers, Club and Recreation leaders, Psychiatric Social workers, Public Health Nurses, Child Welfare workers, Church secretaries, Directors of Religious Education and Administration personnel.

Institutions: Superintendents and assistants, Children's supervisors and matrons, Teachers, Nurses, Housekeepers, Dietitians, etc.

Hospitals: Superintendents and assistants, Physicians, Trained Nurses, Medical Social workers, R.N., Dietitians, Admitting Officers, Technicians, Psychiatric Social workers, Occupational Therapists, and Office Assistants.

Summer Camp Personnel: Philanthropic and private camps.

Communicate by letter or telephone

SOCIAL WELFARE DIVISION
of the
EXECUTIVE SERVICE CORPORATION
GERTRUDE D. HOLMES, *Director*

100 East Forty-second Street, New York, N. Y. — Agency Telephone Ashland 6000

The COLLEGIATE SERVICE, Inc.

Occupational Bureau for College Women

11 East 44th Street
New York City

Social Work Dept. in charge of Pauline R. Strode, Ph.B. University of Chicago and graduate of Chicago School of Civics and Philanthropy

GERTRUDE R. STEIN, Inc.
VOCATIONAL SERVICE AGENCY
18 EAST 41ST STREET, NEW YORK

We are interested in placing those who have a professional attitude towards their work. Executive secretaries, stenographers, case workers, hospital social service workers, settlement directors; research, immigration, psychiatric, personnel workers and others.

The National Training School for Institution Executives and Other Workers, at Dobbs Ferry-on-Hudson, New York, will be glad to recommend students for positions in institutions and child welfare organizations. You may communicate your needs to: Leonard W. Mayo, Acting Dean, The National Training School, Dobbs Ferry-on-Hudson, N. Y.

SITUATIONS WANTED

EXPERIENCED TUTOR AND MUSIC TEACHER desires summer work after May 25th. Prepared at Bryn Mawr, credentials from leading schools. Address 6103 SURVEY.

YOUNG WOMAN, college graduate, seven years' experience as executive, desires interesting position for summer. Expert stenographer and typist. Free to travel. 6102 SURVEY.

WANTED—position by man, Jewish, thoroughly trained and experienced in all forms of social work and dispensary management. Seven years experience as executive, previous experience in field work, research and statistics. 6100 SURVEY.

EXPERIENCED Boys' Work Director desires position; Settlement preferred; will consider camp for summer months; available any time. 6097 SURVEY.

DIRECTOR Settlement and Boys' Clubs will consider opening; preferable in the West, but will consider going anywhere. 6098 SURVEY.

YOUNG MAN, desires position in fall, in institutional boys' work. Successful boys' worker of over twelve years experience. Former teacher, and principal. Excellent references. 6059 SURVEY.

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